

REC'D NOV 20 2008
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REORGANIZATION PLAN SUBMITTAL SHEET

(Each municipality in a School Union must be indicated separately.)

School Administrative Units Included in APPROVED Notice of Intent	School Administrative Units Submitting Reorganization Plan
SAD 31	SAD 31
SAD 67	SAD67
SAD 30	SAD 30
Carroll Plantation	Carroll Plantation
Drew Plantation	Drew Plantation
Lakeville	Lakeville
Macwahoc Plantation	Macwahoc Plantation
Glenwood Plantation	Glenwood Plantation
Seboeis Plantation	Seboeis Plantation
Medford	Medford
Lowell	Lowell
Woodville	Woodville

Contact Information:

RPC Chair

Name:	<u>Larry Cowan Co-Chair</u>	<u>Kevin Olsen Co-Chair</u>
Address:	<u>754 Main Street</u>	<u>PO Box 582</u>
	<u>Reed Plantation, Maine 04497</u>	<u>Lincoln, Maine 04457</u>
Telephone:	<u>207-456-7552</u>	<u>207-794-8692</u>
email:	<u>lar_cow44@hotmail.com</u>	<u>kolsen@dishmail.net</u>

Date Plan Submitted: 11-14-08

Proposed RSU Operational Date: 7-1-09

Vote from Lowell to approve sending Plan to Commission
2-0

<u>Sam Woolley/Harr</u> Signature/Title	<u>11/12/08</u> Date	<u>Lowell</u> SAU
_____ Signature/Title	_____ Date	_____ SAU
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[Signature] 11-10-08 MSAD 30
Signature/Title Date SAU

[Signature] 11-10-08 MSAD 30
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Leida Turner 11/10/08 Lakewood
Signature/Title Date SAU

Eleen M. Campbell 11-12-08 Carroll
Signature/Title Date SAU

Kimberly Lee 11-12-08 Drew
Signature/Title Date SAU

Paula Alvarado 11/11/08 Seboeis Plantation
Signature/Title Date SAU

W. Walen 11-13-08 Medford
Signature/Title Date SAU

Larry Couser 11-14-08 Reed Plantation
Signature/Title Date SAU

Patricia J. Pratt 11-13-08 Macwahoc Pkt.
Signature/Title Date SAU

Shadys Moulton 11/13/08 Stenwood Plantation
Signature/Title Date SAU

Sten Fleming 11-13-08 Woodville
Signature/Title Date SAU

HM 674 11-15-08 SAD # 31
Signature/Title Date SAU

Signature/Title Date SAU

Signature/Title Date SAU

<u>Michael W. Wambach</u>	<u>11-10-08</u>	<u>MSAD #67</u>
Signature/Title	Date	SAU
<u>Superintendent of Schools</u>		
Signature/Title	Date	SAU

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<u>Sten Fleming</u> Signature/Title	<u>11-4-08</u> Date	<u>woodville board</u> SAU
<u>Mary Tompkins</u> Signature/Title	<u>11-4-08</u> Date	<u>woodville Board</u> SAU
<u>Nacy Fleming</u> Signature/Title	<u>11-4-08</u> Date	<u>woodville board</u> SAU
 Signature/Title	 Date	 SAU
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 Signature/Title	 Date	 SAU

(Duplicate as Needed)

Reorganization Plan Cover Sheet

(Please attach Reorganization Plan as Exhibit A)

Required Elements							
Law Reference Item Number Sub- Chapter 2	Item	N/A	Complete	In Progress	Not Yet Started	Identified Barrier ¹	Need Assistance ²
3.A(1)	SAUs included in RSU		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(2)	Size of governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Composition of governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Apportionment of governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(3)	Method of voting of the governing body		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(4)	Composition of local school committees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Powers of local school committees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Duties of local school committees	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(5)	Disposition of real & personal school property		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(6)	Disposition of existing school indebtedness (if not using provisions of section 1506)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Disposition of lease-purchase obligations (if not using provisions of section 1506)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(7)	Assignment of school personnel contracts		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assignment of school collective bargaining agreements		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Assignment of other school contractual obligations		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(8)	Disposition of existing school funds and existing financial obligations		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(9)	Transition plan that addresses the development of a budget for the first school year		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Transition plan that addresses interim personnel policies		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(10)	Documentation of the public meeting(s) held to prepare or review reorganization plan		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(11)	Explanation of how units that approve reorganization plan will proceed if one or more units do not approve the plan		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(12)	Estimate of cost savings to be achieved		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.A(13)	Such other matters as the governing bodies of the school administrative units in existence on the effective date of this chapter may determine to be necessary		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

¹ Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.

² Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.

Parameters for Plan Development							
Law Reference Item Number Sub-Chapter 2	Item	N/A	Complete	In Progress	Not Yet Started	Identified Barrier ³	Need Assistance ⁴
3.B(1)	Enrollment meets requirements (2,500 except where circumstances justify an exception ⁵)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sec. XXXX-36, Parameter B	When viewed in conjunction with surrounding proposed units, may not result in one or more municipalities being denied the option to join an RSU		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.B(2)	Comprehensive programming for all students grades K - 12.		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Includes at least one publicly supported high school		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.B(3)	Consistent with policies set forth in section 1451		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.B(4)	No displacement of teachers		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No displacement of students		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No closures of schools existing or operating during school year immediately preceding reorganization, except as permitted under section 1512		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sec. XXXX-26, Parameter F	The plan must address how the school administrative unit will reorganize administrative functions, duties and noninstructional personnel so that the projected expenditures of the reorganized school unit in fiscal year 2008-2009 for system administration, transportation, special education and facilities and maintenance will not have an adverse impact on the instructional program ⁶		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Collaborative Agreements		
	Yes	No
Does your plan currently include information/documentation on collaborative agreements? (not required, but encouraged)	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Exceptions to 2,500 minimum

Actual number of students for which the SAU is fiscally responsible: 2,267

Exception	Exception Claimed in Plan	Documentation Provided? (Please attach as Exhibit B)	
		Yes	No
Geography	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demographics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Economics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Population Density	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Unique Circumstances	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

³ Please explain why this is a barrier and what assistance you need to remove this barrier on the next page.

⁴ Please explain what assistance you need to complete this portion of your plan, and state from whom you need assistance, on page 3.

⁵ Please note in the *Exceptions to 2500 minimum* section on next page

⁶ This requirement is only for those who plan to be operational as an RSU in fiscal year 2008-2009, in accordance with a Reorganization Plan that is approved by the Commissioner and by the voters.

Explanation of Barriers –

Please use this section to explain any/all barriers identified on the previous page as a barrier in completing your Reorganization Plan.

Law Reference/Required Element	Explanation of the barrier
	Not Applicable

Assistance Needs –

Please use this section to describe your needs for assistance and from whom you need assistance.

Law Reference/Required Element	Explanation of your assistance need	Assistance needed from whom?
	Not Applicable	

REORGANIZATION PLAN- RSU

SAU Submitting: SAD 31, SAD 67, SAD 30, Carroll Plantation, Drew Plantation, Lakeville, Macwahoc Plantation, Reed Plantation, Glenwood Plantation, Seboeis Plantation, Medford, Lowell, Woodville

Contact Information: Michael G. Lambert
31 Winn Road
Lee, Maine 04455
plowell@sad30.k12.me.us
FAX: 738-2010
TEL: 738-2665

Date Submitted by SAU: November 14, 2008

Proposed RSU Operational Date: July 1, 2009

This Plan to reorganize these school administrative units into the new RSU is intended to comply with State statutory requirements to reduce school administrative costs. It is also intended to serve as a means for deeper, broader, and more creative educational opportunities for the students of the RSU. Further, it is intended to provide for equity and fairness for its member municipalities.

MISSION

The RSU will provide a safe, caring environment for all students to learn for the future, by providing the necessary resources that foster learning within and across local and worldwide communities.

VISION

We believe the students in the RSU will

1. Follow accepted behavior that fosters a safe, caring learning environment,
2. Become responsible, well rounded, life-long learners,
3. Actively participate in learning,
4. Aspire to become model citizens and community members,
5. Turn challenges into positive learning experiences, and
6. Strive to reach their individual potential.

1. **The units of school administration to be included in the proposed reorganized regional school unit.**

The proposed regional school unit includes the following school administrative units and municipalities:

- SAD 30 (Including the towns of Lee, Springfield, Webster Plantation, and Winn)
- SAD 31 (Including the towns of Burlington, Edinburg, Enfield, Howland, Maxfield, and Passadumkeag)
- SAD 67 (Including the towns of Chester, Lincoln and Mattawamkeag)
- The members of School Union 110: Carroll Plantation, Drew Plantation, Lakeville, Macwahoc Plantation, and Reed Plantation
- Glenwood Plantation
- Lowell
- Medford
- Seboeis Plantation
- Woodville

The regional school unit proposed to be organized pursuant to this plan shall be referred to in this plan as the RSU.

2. The size, composition and appointment of the governing body.

The governing body shall be known as the RSU board and shall be composed of 14 members. The above mentioned administrative units and municipalities will be separated into three electoral districts:

- Electoral District 1: Carroll Plantation, Chester, Drew Plantation, Glenwood Plantation, Lakeville, Lee, Macwahoc Plantation, Mattawamkeag, Reed Plantation, Springfield, Webster Plantation, Winn and Woodville (will have 4 board members)
- Electoral District 2: Lincoln (will have 5 board members)
- Electoral District 3: Burlington, Edinburg, Enfield, Howland, Lowell, Maxfield, Medford, Passadumkeag and Sebocis Plantation. (will have 5 board members)
- The newly formed RSU board will have one high school student from each of the high schools in the RSU. These students will have no voting authority on the board, but instead will be used to voice student concerns and issues to the elected board members.
- The RSU board shall rotate meetings among the three Electoral Districts of the RSU.

Each board member shall serve a 3-year term, except that the initial terms of the RSU board shall be staggered as provided by Title 20-A M.R.S.A. Section 1472-B. At the first meeting of the RSU board, lots will be drawn for the initial term lengths for each elected member. The initial term lengths for each member of the three electoral districts shall be distributed as follows:

- Electoral District 1: Shall have one member with a one-year term, one member with a two-year term and two members with a three-year term.
- Electoral District 2: Shall have two members with a one-year term, two members with a two-year term and one member with a three-year term.
- Electoral District 3: Shall have two members with a one-year term, one member with a two-year term and two members with a three-year term.

3. The Method of Voting of the Governing Body.

Each electoral district in RSU shall elect the number of its residents to serve on the board as shown in the table below to meet the one person/one vote requirement of the Maine Constitution.

METHOD "D" WEIGHTED VOTING

Electoral District	Population	# of Votes-Scaled	# of board members	Votes per Member	% Weight per member	Excess Over Equal
1	3816	282	4	71	7.1	0.0%
2	5231	386	5	77	7.7	0.6%
3	4492	332	5	66	6.6	-0.5%

4. The composition, powers and duties of any local school committees to be created.

No local school committees are proposed as part of this plan. The absence of local school committees from this plan does not restrict any resident from RSU from approaching the RSU board in order to request the formation of a local school committee, nor does it restrict the RSU board from forming local school committees.

5. The disposition of real and personal school property.

A. REAL PROPERTY AND PERSONAL PROPERTY

All real property interest, including without limitation land, buildings, other improvements to realty easements, option rights and fixtures of MSAD 67, MSAD 30, MSAD 31, and Macwahoc shall be transferred to the new RSU. The RSU board may require such deeds, assignments or other instruments of transfer as in its judgment is necessary to establish the RSU's rights, title and interest in such real property and fixtures.

All such real property and fixtures of MSAD 67, MSAD 30, MSAD 31, and Macwahoc shall be transferred to the new RSU. The disposition of the non-transferred property, if any, shall become the property of the Municipality in which it is located, unless otherwise specified in this Plan.

B. PERSONAL PROPERTY

All other tangible school personal property, including movable equipment, furnishings, textbooks and other curriculum materials, supplies and inventories, shall become property of the RSU as successor of MSAD 67, MSAD 31, MSAD 30, and of UNION 110 and its members.

The following municipalities of Union 110, Glenwood Plantation, Lowell, Seboeis Plantation and Woodville have no personal property or real property used for school purposes.

6. The disposition of existing school indebtedness and lease-purchase obligations if the parties elect not to use the provisions of Section 1506 regarding the disposition of debt obligations.

A. Bonds, Notes and Lease Purchase Agreements That the Region Will Assume.

The region will assume the bonds, notes, lease purchases agreements and leases as listed in Exhibit 6A.

B. Bonds, Notes and Lease Purchase Agreements That the Region Will Not Assume.

The region will not assume the bonds, notes and lease purchase agreements as listed in Exhibit 6B.

C. New Capital Project Debt that Region Will Issue and Assume.

NONE anticipated

D. New Capital Project Debt that the Region Will Issue But Will Not Assume.

NONE

E. Defaulted Debt is Excluded from Being Assumed. Notwithstanding anything in this Plan to the contrary, except where legally required to do so, the region will not assume any bond, note or lease purchase agreement as to which the SAU is in breach or has defaulted.

F. Other Debt Not Assumed. Except as provided in this section of the Plan, the region will not assume liability for any bonds, notes or lease purchase agreements issued by an SAU prior to the operative date of the region.

All exhibits will be updated prior to the operational date of the RSU.

7. The assignment of school personnel contracts, school collective bargaining agreements and other school contractual obligations.

A. **School Personnel Contracts.** A list of all written individual employment contracts to which each of the existing SAUs is a party is attached as Exhibit 7-A/B. Pursuant to P.L. 2007, Chapter 240, Section XXXX-43(5), individuals on the list who are employed on the day before the operational date shall become employed by the RSU as of the operational date, and their contracts shall be assumed by the RSU on the operational date. This provision does not prevent the existing SAUs from terminating or non renewing the contracts of employees in accordance with applicable law before the operational date of the RSU. The list shall be updated and made final no later than the day before the operational date of the RSU.

A list of all employees of the existing SAUs who do not have written individual employment contracts is attached as Exhibit 7-A/B. Pursuant to Section XXXX-43(5), individuals on the list who are employed on the day before the operational date shall become employed by the RSU as of the operational date. This provision does not prevent the existing SAUs from terminating employment of the employees in accordance with applicable law before the operational date of the RSU. The list shall be updated and made final no later than the day before the operational date of the RSU.

The duties and assignments of all employees transferred to the RSU shall be determined by the Superintendent of the RSU or his/her designee.

B. **School Collective Bargaining Agreements.** The following collective bargaining agreements to which the SAUs are a party shall be assumed by the regional school unit board as of the operational date:

See Exhibit 7 A/B Bargaining Agreements/ Personnel and Contracted Personnel and Agency Data Information.

All of the employer's rights and responsibilities with respect to collective bargaining shall be fully assumed by the RSU board as of the operational date.

C. **Other School Contractual Obligations.** A list of all contracts to which the existing SAUs are a party and that will be in effect as of the operational date is attached as Exhibit 7-C.

The RSU shall assume the contracts listed in Exhibit 7-C as of the operational date, July 1, 2009.

All Exhibits will be updated prior to the operational date of the RSU.

8. The disposition of existing school funds and existing financial obligations, including undesignated fund balances, trust funds, reserve funds and other funds appropriated for school purposes.

A. Existing Financial Obligations. Pursuant to Section XXXX-36(5) the disposition of existing financial obligations is governed by this plan.

Existing financial obligations shall include the following:

- (i) all accounts payable;
- (ii) to the extent not included as accounts payable, any financial obligations which under generally accepted accounting principles would be considered expenses of the SAU for any year prior to the year the RSU becomes operational, whether or not such expenses were budgeted by the SAU in the year the obligations were incurred, excluding summer salaries and benefits owed to employees for work performed during the 2008-09 school year, including salary and compensation payable after June 30, 2009; and
- (iii) all other liabilities arising under generally accepted accounting principles that can be reasonably estimated and are probable.

Each SAU shall satisfy its existing financial obligations from all legally available funds. If an SAU has not satisfied all of its existing financial obligations, the SAU shall transfer sufficient funds to the RSU to satisfy its remaining existing financial obligations, and the RSU board shall be authorized to satisfy those existing financial obligations on behalf of the SAU. If the SAU does not transfer to the RSU sufficient funds to satisfy its existing financial obligations, then to the extent permitted by law, the RSU board may satisfy those obligations from balances that the SAU transfers to the RSU. If the available balances transferred are insufficient to satisfy the SAU's existing financial obligations, or are not legally available for that purpose, the RSU board may take any action permitted by law so that all of the municipalities of the RSU are treated equitably with respect to the unsatisfied existing financial obligations of an SAU. For example, to the extent permitted by law, the RSU board may satisfy the unpaid existing financial obligations of an SAU in the same manner and with the same authority as for unassumed debt under the provisions of 20-A M.R.S.A. § 1506(4).

Additionally, to the extent permitted by law, if in the judgment of the RSU board, it must raise funds from all its members to satisfy existing financial obligations of an SAU, the RSU board also shall be authorized to raise additional amounts for the purpose of making

equitable distributions (which may be made in the form of credits against assessed local shares of the RSU's approved budget) to those RSU members that would otherwise bear costs attributable to unsatisfied existing financial obligations of an SAU for which they had no financial responsibility. The intent of the preceding sentence is that financial responsibility for unsatisfied existing financial obligations of an SAU be borne by its members and not by the other members of the RSU.

B. Remaining Balances. The balance remaining in the SAU's school accounts, after the SAU has satisfied existing financial obligations in accordance with this plan, shall be paid to the treasurer of the RSU, verified by audit and used to reduce that SAU's contribution as provided by Section XXXX-43(4). Offsets in any one year are limited to a maximum of \$100,000.00 with the balance to be used for offsets in subsequent years. Unless the Legislature otherwise provides, in the case of a school administrative district, community school district or other regional school district (collectively, "district"), the school board of the district shall specify in writing to the RSU board how the RSU shall allocate transferred remaining balances between district members. Unless the Legislature otherwise provides, if the district board has not specified in writing to the RSU board how this allocation shall occur, then the transferred remaining balances shall be credited to the district's members in proportion to their respective shares of that portion of the total local costs of the RSU allocable to all of the district's members for the operational year.

Transfers of remaining balances may occur within the period specified by Section XXXX-43(4), or, as may be preferable in the case of a district, at any time before the district has closed its accounts and ceased normal operations.

C. Reserve Funds. SAUs shall transfer remaining balances of reserve funds to the RSU. Unless otherwise provided by applicable law, a transferred reserve fund shall be used in accordance with its original purpose to benefit a school or schools of the SAU. Transferred reserve funds shall be subject to Title 20-A M.R.S.A. § 1491, except that the transfer of funds in a reserve fund or a change in purpose of the fund may only occur in such manner that the funds continue to benefit the members of the SAU that transferred that reserve fund to the RSU. Notwithstanding the foregoing, reserve funds for summer salaries and benefits, if any, transferred by an SAU to the RSU shall be treated as "remaining balances" under section 8-B and used to reduce that SAU's contribution as provided by Section XXXX-43(4).

D. Scholarship Funds. SAUs shall transfer remaining balances of scholarship funds to the RSU. Scholarships shall be limited to the original pool of potential recipients, unless otherwise provided by the donor or by applicable law.

E. Trust Funds. SAUs shall transfer trust funds to the RSU. The RSU board shall be deemed the successor trustee for all purposes, except as provided by the trust or by applicable law.

9. A transition plan that addresses the development of a budget for the first school year of the reorganized unit and interim personnel policies.

- A. Transition Plan for Budget Development: The initial RSU Board shall have the transitional powers and duties provided by 20-A M.R.S.A. § 1461-A.

When the region is formed to become operational as of July 1, 2009, and following the issuance of a certificate of organization by the State Board of Education, the school boards and superintendents of the SAUs within the region shall begin a process for developing proposed budgets for educational programs and services within their SAUs for the fiscal year beginning July 1, 2009. In developing their proposed budgets, the SAUs shall consider potential cost savings and additional costs that may result from reorganization. The SAUs shall consider changes in operations that may be necessary in order to reduce costs of non-instructional areas without adversely affecting the educational program. During the months of February and March, the school boards of the SAUs and their superintendents shall conduct joint meetings and budget workshops as necessary to develop a proposed budget for the first operational year of the RSU. Specific duties may be assigned to existing personnel with the approval of the employing SAU.

A proposed budget with supporting documentation shall be developed in time for its presentation to and consideration by the initial RSU Board. The RSU Board shall complete the budget development process and recommend a budget for consideration by the voters. The RSU Board shall propose and approve a recommended budget in accordance with 20-A M.R.S.A. § 1482 for the first operational year for submission to the voters of the region. The budget format, approval procedures and assessments for the RSU's first operational year budget shall be in accordance with 20-A M.R.S.A. § 1482-1489. The RSU Board shall have all necessary authority for those purposes. This shall be considered the first year of use of the budget validation referendum process for purposes of determining the continued use of the budget validation referendum process every three years pursuant to Section 1486(1).

- B. Transition Plan for Personnel Policies: All personnel policies existing in the previous school administrative units shall continue to apply to the same employment positions after they become part of the RSU. After the operational date the RSU board and superintendent will develop and adopt region-wide policies in accordance with applicable law.

10. Documentation of the public meeting or public meetings held to prepare or review the reorganization plan.

Minutes of the following public meeting(s) held to prepare or review the reorganization plan are attached as Exhibit 10A. Memos attached as Exhibit 10B

TABLE 10:

Date of Public Meeting	Time	Location
November 13, 2008	6:00	Region III, Lincoln
November 6, 2008	6:00	Region III, Lincoln
October 30, 2008	6:00	Region III, Lincoln
October 28, 2008	7:00	MSAD #31, Howland
October 23, 2008	6:00	Region III, Lincoln
October 9, 2008	6:00	Region III, Lincoln

September 25, 2008	6:00	Region III, Lincoln
September 18, 2008	6:00	Region III, Lincoln
September 11, 2008	6:00	Region III, Lincoln
September 4, 2008	6:00	Region III, Lincoln
August 5, 2008	6:00	Region III, Lincoln
July 29, 2008	6:00	Region III, Lincoln
July 22, 2008	6:00	Region III, Lincoln
July 8, 2008	6:00	Region III, Lincoln
January 28, 2008	6:00	East Millinocket
January 7, 2008	6:00	Region III, Lincoln
December 10, 2007	6:00	Region III, Lincoln
September 18, 2007	6:00	Region III, Lincoln

Date of Memo	Subject	Location
November 15, 2007	Subcommittees	Region III, Lincoln
November 15, 2007	Superintendent liaisons	Region III, Lincoln
September 20, 2007	Committee survey	Region III, Lincoln
August 20, 2007	Presentation	Region III, Lincoln
August 7, 2007	Workshop	East Millinocket
March 1, 2007	Board and town reps	Region III, Lincoln
January 7, 2008	RSU Property/debt	East Millinocket

11. An explanation of how units that approve the reorganization plan will proceed if one or more of the proposed members of the regional school unit fail to approve the plan.

If the plan is rejected by one or more SAUs listed in section one of this plan, but is accepted by SAUs listed in section one representing at least 1,200 resident pupils, as measured by the October 1, 2006 resident pupil count, then in such case the membership of the RSU shall include those SAUs that approved the plan. If the plan is approved by less than 100% of the SAU's, reapportionment of the board, board composition, voting method, and cost sharing method of the RSU shall be automatically amended to include only those SAUs that approved the plan using the same methods employed in this plan. This revised plan will be submitted to the Commissioner for approval.

12. An estimate of the cost savings to be achieved by the formation of a regional school unit and how these savings will be achieved.

A. COST SAVINGS – CENTRAL OFFICE

This is an example of a possible administrative arrangement. It is intended to provide guidance to the new RSU Board, only. The RSU Board will determine the administrative arrangement for the new RSU.

Currently, among all the SAU's in the RSU there are three full time Superintendents and three part time Superintendents. There are two Curriculum Coordinators and two-and- one-half Special Services Directors. There are two positions for building/grounds and transportation. Among support staff there are three Superintendent's secretaries, five positions in the business offices and three-and one- half other secretaries. This is a total of more than 22 positions. The total of the salaries for these positions is \$957,787, plus the salaries for the part time Superintendents' positions. Benefits could also be added to this total.

In this example it is assumed that the plan will be to employ a single Superintendent, an Assistant Superintendent, a Curriculum Coordinator, an Assistant Curriculum Coordinator, a Special Services Director, an Assistant Special Services Director, a Director of Building and Grounds, a Director of Transportation, a Food Services Director, four- and one-half secretaries for the central office, and three positions for human resources, payroll, accounts payable and receivable, bookkeeper services. This would be a total of 16.5 positions. The estimated costs for salaries for such a configuration are \$859,000. Additional costs would include benefits, etc.

The administrative structure now in place for the SAUs in RSU will allow for cost savings in the new RSU system's administration. Specifically, the elimination of multiple Superintendent and other leadership positions and support staff are projected to allow for savings in the system-wide (Central Office) expenses. The projected savings in future years is at least \$98,787 in salaries and the savings in benefits.

When comparing the proposed central office structure with that which is currently in existence, there would be a savings of \$98,787. (plus the salaries of the part-time superintendent positions). There would be additional savings in benefits as the number of positions would be reduced from 22 positions to 16.5, a reduction of 5.5 positions.

B. POSSIBLE SAVINGS THAT COULD BE REALIZED:

- Shared instructional positions that will allow for expanded program opportunities while reducing overlapping positions.

- Special Education programs that may be created to serve the needs of students that are currently being addressed in out- of- district placements.
- Use of in- district talent to provide professional development to staff. Professional development costs should also be less as there will be one district rather than three providing these experiences.
- Combining service contracts.
- Combining technology hardware and software bidding and services, possible reduction of site and user licensing expenses with a single contract.
- Common commodity purchases.
- Aggregating KWH purchase for the RSU through Maine Power Options or other aggregators.
- Centralized provision of bus maintenance services.
- The hiring of individuals to work on heating/ventilating/boiler/electrical systems maintenance in place of contracting for those services.
- Use of the state provided transportation routing system to assure efficient and cost effective operation of the transportation system.
- Further savings may be realized through “economy of scale” within the RSU, such as in consulting services, contracted services, property and casualty insurance, legal services, dues and fees.

C. START UP COSTS AND ADDITIONAL EXPENSES

1. The reorganization will require direct start up costs, as well as unintended additional costs due to the formation of the RSU. Start up costs include, but are not limited to, the following:

- Legal costs, including deed and property transfers, policies, referenda and elections, collective bargaining, personnel issues. Once the RSU is operating and contracts are normalized, future legal costs should be reduced.
- Finance, audit and taxation costs, including a combined single audit, reissue of tax exempt certificates, banking and cash management, federal and state reporting for taxes and unemployment, state retirement.
- Accounting systems costs, including the chart of accounts, software, and license transfers. It should be noted that all the current central offices use the same accounting software program and that should facilitate this work.
- Student information system (SIS) costs to create one system. Currently, the systems all use the same SIS program. The State is providing a free SIS that the RSU may want to consider for adoption as it could result in some savings.
- Transition costs related to organizing and starting up the new RSU (such as Board stipends, personnel search and hiring, (including the selection of a Superintendent for the new RSU), clerical assistance, additional personnel/consulting costs).

2. In the reorganization there is the potential of other additional expenses. These include:

- \$25,000. Legal fees for start-up costs.
- 3,200. Board stipends (12 meetings).
- 2,000. Liability insurance.
- 10,000. Miscellaneous (advertising, printing, stationary, moving, etc.)
- Collective bargaining normalization of contracts could increase costs as professional and support staff contracts of the new RSU are merged into a single contract. At present, for the 2008-09 budget the cost of all collective bargaining contracts is:

○ MSAD #30	\$ 590,089
○ MSAD #31	\$2,215,120
○ MSAD #67	<u>\$3,776,117</u>

Total \$6,581,326

- The potential need for RSU-wide supervision of facilities, transportation, technology and food services, etc.

The RPC is not confident there will be a bottom line savings due to the potential additional expenses listed above.

AVOIDANCE OF STATE PENALTIES

The RSU has been advised that the annual state penalty for failure to comply with reorganization law in the first year of non-compliance for each of the units will be:

Carroll Plantation.	\$ 3453
Drew Plantation.	1228
Glenwood Plantation	- 0 -
Lakeville	4870
Lowell	18,569
Macwahoc Plantation.	1982
Reed Plantation.	4209
Seboeis Plantation.	5782
Woodville	6775
Medford	5502
MSAD 30	44,213
MSAD 31	101,161
MSAD 67	<u>186,866</u>
Total	384,610

The penalty will be adjusted and imposed each ensuing year. Loss of position on building assistance lists and other state aid will also be in jeopardy.

13. Such other matters as the governing bodies of the school administrative units in existence on the effective date of this chapter may determine to be necessary.

13-A. Plans to reorganize administration, transportation, building and maintenance and special education.

Since this law was written for RSU's to be established by July 1, 2008, it is not applicable. However, prior to the final formation of the RSU, discussions and implementations for a reorganized plan to centralize administrative, transportation, building and maintenance, and special education will be finalized. The following summarizes some of the implementations that are already in place:

Administration: The districts employ common purchasing of fuel, food, and paper supplies. Through the North Woods Partnership, whose membership includes MSAD #30, MSAD #31, MSAD #67, Union 113, Millinocket, East Millinocket, Medway, and Northern Penobscot Tech Region 3, the needs of the schools are met through professional development offerings. Each year the Partnership helps the superintendents come up with a common calendar based on student academic needs and professional development needs.

Transportation: MSAD #30, MSAD #31, Lowell, and Northern Penobscot Tech Region 3 utilize MSAD #67's services for coordination and scheduling of buses. Also, bus maintenance for Macwahoc is done at the MSAD #67 bus garage, and MSAD #67 buses are occasionally loaned to other districts. The school districts will use the GPS software from the state for increased operational efficiency of bus routes.

Building and Maintenance: MSAD #67 has coordinated specialized training in Pest Management and OSHA Safety Procedures with Northern Penobscot Tech Region 3.

Special Education: Currently MSAD #30, MSAD #31, and MSAD #67 are combining services by sharing training of staff, state mandated forms, support services staff (i.e. Occupational Therapy and Physical Therapy), some students for certain program needs, and all the training for the regional special education directors board.

13-B Cost Sharing in Regional School Unit

The RSU may raise money; in addition to the required local contribution pursuant to Title 20-A, Section 15690, subsection 1 for educational purposes. The additional local costs of operating the RSU, including special education costs, shall be shared among all the municipalities within the RSU on the basis of the following formula:

A. 50% shall be shared on the basis of the state mandated valuation of each member municipality; and

B. 50% shall be shared on the basis of the number of resident pupils in each member municipality.

The above formula will be phased in over a four (4) year period as follows:

1. The first year of the RSU (FY 2009-2010) each municipality shall be responsible for its share of the additional funds calculated as follows:

- a) 75% on the present method of financing, as defined below.
- b) 25% based on the newly adopted formula set forth above.

2. The second year of the RSU (FY 2010-2011) each municipality shall be responsible for its share of the additional funds calculated as follows:

- a) 50% based on the present method of financing, as defined below
- b) 50% based on the newly adopted formula set forth above.

3. The third year of the RSU (FY 2011-2012) each municipality shall be responsible for its share of the additional funds calculated as follows:

- a) 25% based on the present method of financing, as defined below
- b) 75% based on the newly adopted formula set forth above.

4. The fourth year of the RSU (FY 2012-2013), and each year thereafter, each municipality shall be responsible for its share of the additional funds calculated as follows:

- a) 50% shall be shared on the basis of the state mandated valuation of each member municipality.
- b) 50% shall be shared on the basis of the number of resident pupils in each member municipality.

NOTE:

The present method of financing referred to in years one, two and three of the cost sharing formula is based on the proportional shares of additional local money being raised in each member community for the school year 2008-2009.

For example:

In the first year of the RSU, if Community A was raising 10% of the total additional local money raised by all the communities in the RSU, Community A would be responsible for 10% of the amount represented by the 75% of the amount raised in additional local money, plus the amount required of them by the new formula.

In year two they would be responsible for 10% of the amount that is represented by 50% of the amount raised in additional local money, plus the amount required of them by the formula.

In year three they would be responsible for 10% of the amount that is represented by 25% of the amount of additional local money raised, plus the amount required by the formula.

This local cost sharing formula applies only to the amount, if any, of additional local funds and non-state funded debt service raised by the RSU. It does not apply to the required local contributions raised by each municipality pursuant to 20-A M.R.S.A 15688.

Amendments to this cost sharing formula may incorporate any factor or combination of factors permitted by law in addition to or in lieu of valuation and resident pupils.

Any amendment(s) to this funding formula requires:

1. 2/3 majority vote of the full RSU Board: i.e., in the case of the 14 member RSU Board presented in this Plan, any amendment(s) to the funding formula required 10 affirmative votes.
2. If an amendment(s) in the funding formula is approved by the RSU Board, as per #1 above, the change must be submitted to the voters at a referendum election. It becomes effective when approved by a majority vote of the RSU in which the referendum is called and held for that purpose.
3. The funding formula may also be amended if requested by a written petition of at least 10% of the number of voters voting in the last gubernatorial election within the RSU. Such petition must be presented to the RSU Board, and the petition will be placed on a referendum for vote.

The RSU Board shall from time to time review the appropriateness of the cost sharing formula above and report the result of such review at the Budget Meeting. Reviews, with a report at the Budget Meeting, will be required as part of the budget development process for school years 2014-2015, and at least once every 5 years thereafter. Should the above formula be amended, reviews of any new formula will be required at least once every five years thereafter with a report made to the citizens at the Annual Budget Meeting.

Upon undertaking any review of the appropriateness of the cost sharing formula, the RSU Governing Board shall consider all factors it deems relevant, but must consider the following criteria:

1. The fairness of the cost sharing method in light of at least the following factors:
 - a) Relative state valuation, representing each member municipality's ability to raise revenue;
 - b) Relative populations, representing each member municipality's representation in the budgeting process; and
 - c) Student headcounts, representing each member municipality's student usage of RSU facilities and programs.
2. The effect of the cost sharing method on the RSU's ability to raise sufficient funds to sustain educational programs deemed to be in the best interest of RSU students.
3. Clarity of method, including ease with which the public can understand the method, ease of administration and implementation of the method, and avoidance of uncertainty over the method's application.
4. Effect of the method on stability of RSU revenue streams and local taxpayer obligations.

13-C. Election of initial board of directors.

The initial board of directors election will be in accordance with 20-A M.R.S.A. §1472-A of the state of Maine.

13-D. Tuition Contracts and School Choice.**1. Tuition Contracts**

The following tuition contracts are in existence as of the date of this plan:

SAU	Other Party	Description	Termination Date
MSAD 30 (Lee Springfield, Webster Plantation and Winn)	Lee Academy	For all students in grades 9-12	June 30, 2012

****Lee, Springfield, Webster Plantation and Winn shall always have the option to send their students to Lee Academy if Lee Academy accepts them at the prevailing State approved rate including the insured value factor.**

2. School Choice

The following SAUs offer some or all of their students a choice of which school to attend:

SAU	Description
Carroll Plantation, Drew Plantation, Glenwood Plantation, Lakeville, Lowell, Macwahoc Plantation, Medford, Reed Plantation, Seboeis Plantation and Woodville	All students K-12 may choose to attend any school approved for tuition purposes. The SAU pays the legislated tuition for each student.

13-E. Claims and Insurance.

There are no lawsuits, administrative complaints, or notices of claims against any of the town School Administrative units, MSADs or Unions to our knowledge.

13-F. Vote to submit reorganization plan to Commissioner.

Before submitting a reorganization plan to the Commissioner of Education, the governing body of each school administrative unit shall adopt the following vote:

Vote to be Adopted by [School Committee/Board] to Submit Reorganization Plan to Commissioner:

VOTED:

That the provisions included in the school reorganization plan prepared by the **RSU Reorganization Planning Committee** to reorganize **SAD 31, SAD 67, SAD 30, Carroll Plantation, Drew Plantation, Lakeville, Macwahoc Plantation, Reed Plantation, Glenwood Plantation, Seboeis Plantation, Medford, Lowell, Woodville** into a regional school unit with an operational date of July 1, 2009 are determined to be necessary within the meaning of Section XXXX-36(5)(M) and that the Superintendent of Schools be, and hereby is, authorized and directed to submit the school reorganization plan to the Commissioner of Education on behalf of this school administrative unit by November 14, 2008.

13-G. Section for RSUs with fewer than 2,500 students

The 23 towns in RSU have 2268 K-12 students:

Carroll Plantation	13
Drew Plantation	13
Glenwood Plantation	0
Lakeville	11
Lowell	28
Macwahoc Plantation	11
Medford	33
Reed Plantation	25
Seboeis Plantation	5
Woodville	42
MSAD #30(Lee, Springfield, Webster Plantation, Winn)	286
MSAD #31(Burlington, Edinburg, Enfield, Howland, Maxfield, Passadumkeag)	606
MSAD #67(Chester, Lincoln, Mattawamkeag)	<u>1195</u>
Total	<u>2268</u>

Population Density

The RSU's 2268 students are distributed across 23 towns covering 963 square miles. With a total population of 13,539, this area has a total population density of 14 persons per square mile.

Other Unique Circumstances

The Commissioner of Education has already approved the structure of the RSU, and it does exceed the 1200 student minimum.

13H The relationship between the RSU board and the Career and Technical Education Program governing body.

The RSU board shall appoint at least one member from each electoral district to the Northern Penobscot Tech Region III governing board. The intent of the RSU board shall be to spread out the representation on the governing board evenly among the three electoral districts of the RSU. The number of members from each electoral district will be dependent on the size and constitution of the Northern Penobscot Tech Region III governing body.

The RSU shall be the successor to its members for purposes of a CTE region cooperative agreement. Costs of a CTE region budget allocated under the cooperative agreement to CTE region members that belong to the RSU shall be paid by the RSU and allocated pursuant to the RSU's cost sharing method. No cooperative agreement amendment shall be binding on the RSU without approval of the regional school unit board. Nothing contained in this plan shall confer rights on any creditors or bondholders of a CTE region or to extend liability for CTE region debts, liabilities or obligations to the RSU or RSU members that are not members of the CTE region.

Consideration of a budget of a CTE region that uses the "school administrative unit method" of budget approval provided by sections 8460(2)(A)(1) and 8461 of Title 20-A shall occur at the RSU budget meeting. The moderator shall instruct the voters on a voting method that includes only the CTE region members.

For purposes of this section, "CTE region members" are deemed to include municipalities that belong to school administrative district and community school district members of the CTE region.

14 Amendment to the RSU Plan.

At least a 2/3 majority of the RSU board of directors in number and voting power shall be needed to change or amend this plan with the exception of Section 13-B Cost Sharing in Regional School Unit.. Amendments to the cost sharing method will be governed by the procedure in Section 13-B.

The plan may also be amended if requested by a written petition of at least 10% of the number of voters voting in the last gubernatorial election within the RSU. Such petition must be presented to the RSU board and the petition will be placed on a referendum for vote.

Future amendments to the plan will be submitted to the Commissioner for approval.



JOHN ELIAS BALDACCI
GOVERNOR

STATE OF MAINE
DEPARTMENT OF EDUCATION
23 STATE HOUSE STATION
AUGUSTA, MAINE
04333-0023

SUSAN A. GENDRON
COMMISSIONER

November 19, 2008

Larry Cowan, RPC Co-Chair
754 Main Street
Reed Plantation, ME 04497

Dear Mr. Cowan:

Thank you for the Reorganization Plan that you submitted on behalf of MSAD 30, MSAD 31, MSAD 67, and Carroll Plantation, Drew Plantation, Lakeville, Macwahoc Plantation, Reed Plantation, Glenwood Plantation, Lowell, Medford, Sebois Plantation and Woodville School Departments on November 14, 2008 for Department review for compliance with the school reorganization law, P.L. 2007, chapter 240, Part XXXX.

I recognize how much time, effort and thoughtful work is required to complete a reorganization plan and appreciate the efforts made, to date, by all those involved.

Members of my staff and I have reviewed the submission and offer the comments and notes listed below to assist you in completing the plan. If you make any substantive change(s) to any part of the plan beyond those listed below, please be sure to note those on the Updated Reorganization Plan Cover Sheet Checklist, along with notation of those items that have changed per the notes contained in this response.

General Documentation

- Please include the actual number students (2,267) on p. 2 of the Reorganization Plan Cover Sheet.

General Comment

- Please remove blank p. 24 from your final plan submission.
- Please label Exhibit 10-A and add Exhibit 10-A to the list on the "RSU Exhibits" page.

Checklist/Plan Text Items

With respect to the items submitted as "complete", please note the following

** Required Elements*

9. Part A. As requested in my letter of November 7, 2008, please describe more fully the plan for development of the budget for the first school year, as required under this item. This is important information for the voters to understand how you will implement your plan, or include a budget (see Freeport plan).

Part B. Please correct the spelling error in the first sentence and remove the extra period from the last sentence.

11. As requested in my letter of November 7, 2008, please clarify that future amendments to the plan require Commissioner approval. The Commissioner's approval of a reorganization plan is of the plan as written on a date certain.

14. For consistency, please consider referencing section 11 above.

We will review all items on the checklist again, upon your completion of the plan.

SUBMISSION OF REVISIONS:

Please provide the additional materials to complete your plan as soon as possible in order to ensure that you meet the January 30, 2009 referendum date requirements. Please include:

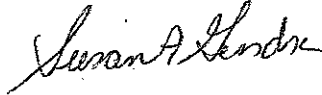
- Any additional data required
- An updated Submittal Page with Signatures
- An updated Cover Sheet Checklist
- A copy of this Response from the Commissioner.

I will respond no more than 14 days after the revisions/additional materials are refiled with the Department. As you are the contact person identified on the Submittal Sheet, this response is addressed to you but with the understanding that you will share it with your school administrative unit board members, RPC members and others involved with this Reorganization Plan.

Finally, what I am reviewing for approval is a plan (or a submission, if the plan is incomplete) which is by its very nature prospective, with steps yet to be taken or finalized; and any review comments or approval given are in relation to the elements required under P.L. 2007, chapter 240, Part XXXX but not the legality of all the activities proposed. Thus, I strongly recommend that you have your own legal advisor(s) review the details of any particular transaction proposed in your plan (particularly with respect to the disposition of property, to debt, and to employee contracts/relations) as you proceed, to ensure the legality of the steps you'll be taking to implement the plan. If that review leads to any substantive changes in any parts of your plan, please be sure to submit an amended plan to the Department for our review and our file.

Again, my sincere thanks for your efforts.

Sincerely,



Susan A. Gendron
Commissioner of Education

cc: Jerry White, Superintendent, MSAD 31
Michael Lambert, Superintendent, MSAD 30/Union 110
Michael Marcinkus, Superintendent, MSAD 67
Frederick Woodman, Jr, Superintendent, Lowell & Seboeis School Depts.
Gene MacDonald, Superintendent, Glenwood Plantation School Department
David Walker, Superintendent, Medford School Department
Sara Alberts, Superintendent, Woodville School Department
Kevin Olsen, RPC Co-Chair
Bob Kautz, Facilitator

Exhibit 6A

Bonds, Notes and Lease Purchase Agreements that the Region Will Assume

SAU	Contracting Party	Contract Type	Expiration Date	Type of Lease
SAD 31	Inland Finance Co	Equipment: Alpine DT	3/30/2011	Lease
	Vend-ucation	Beverage vending machine	6/31/2009	Lease
	TAMCO Capitol Corp	Computer Equipment	12/21/2009	Lease purchase
	MST Government Leasing LLC Norway Bank	Bus Lease	10/15/2010	Lease purchase
	SPC Specialized Purchasing Consultant	Equipment: Copiers	11/14/2011	Lease
	Gorham Savings Leasing Group LLC	Bus	10/15/2010	Lease purchase
SAD 30/Union 110	MST Government Leasing LLC	School equipment	8/1/2009	Lease purchase agreement
SAD 67	SPC Specializing Purchasing Consultant	Equipment: Copiers	11/30/2012	Lease

Exhibit 6B

Bonds, Notes and Lease Purchase Agreements that the Region WILL NOT Assume

SAU	Contracting Party	Location	Expiration Date	Type of Renovation
SAD 31	Revolving School Renovation Fund	Penobscot Valley HS	2014	Gym restoration Middle and high school
SAD 31	Revolving School Renovation Fund	High and Middle Schools	2019	renovations

Exhibit 7A-B					
Bargaining Agreement and Personnel Contract Data Information					
All of the employers rights and responsibilities with respect to collective bargaining shall be fully assumed by the regional school unit board as of the operational date					
District	Type of contract Current Contract	Number of employees	Expiration date	Labor Affiliation	
SAD 67	Administrator Agreement		2009-2010	local	
	Principals	3			Retirement clause for all but assistant principals 6 people???
	Asst Prin	2			
	Dr of sp Services	1			
	Curriculum Coordinator	1			
	Social Worker	1	July 2, 2010	local	
	Facility Director	1	July 2, 2010		
	MSAD 67 Education Association Teachers			MEA	
	teachers	95.5	Aug 31 2009		
	Guidance counselor	4			
	Teamsters Labor Union Local 340 Janitors		July 2, 2008	Teamsters	
	Janitors	9			
	Groundskeeper	4			
	MSAD 67 Bus Drivers	12	July 2, 2010	MEA	
	MSAD 67 Support Staff		July 2, 2010	MEA	
	Ed Techs I	39			
	Ed Tech II	11			
	Ed Tech III	4			
	Computer Ed Techs 1-2-3 (3 employees)	3			
	School Secretaries	8			
	Office Secretaries	4			
	Administrative Sec	1			
	Health Aide	1			
	Library Ed Techs 1-2-3	4			
	School nurses	2			
	MSAD 67 Superintendent	1			
	Hourly Wage Employees w/o bargaining unit affiliation				
	Food Services	73	June 30, 2009	Local	
	Technology Director	1		Local	
	Food Service Director	1		Local	
	Central Office administrative Sec	1		Local	
		227.5			
SAD 31	Penobscot Valley Educational Association		Aug 31 2011	MEA	
	Teachers	65			
	Guidance counselor	1			
	Librarian	2			
	Administrator Agreement				
	Principals Enfield Station	1	June 30 2011	local	
	Hitchborne Middle School Penobscot Valley High School	1	June 30 2011	local	
	Hitchborne Middle School Penobscot Valley High School	1	June 30 2012	local	
	Director Of Educational Programming	1	June 30 2011	local	
	Director of Special Service	1	June 30 2011	local	
	Director of Technology	1	June 30 2009	local	
	Social Worker Contract	2	Aug 31 2008	local	
	School nurses	1	June 30 2009	local	
	Director of School Nutrition	1	June 30 2009	local	
	Central Office Employees				
	Admin Assistant	1	June 30 2009+	local	
	Financial Manager	1	June 30 2009+	local	
	Part time Clerk	1	June 30 2009+	local	
	Year Round Employees				
	Lead Custodian	2	June 30 2009+	local	
	custodians	8	June 30 2009+	local	
	Head Cook Assistant	2	June 30 2009+	local	
	School Year Employees		June 30 2009+	local	
	Ed Techs 1	3	June 30 2009+	local	
	Ed Techs 2	19			
	Ed Techs 3	3			
	Secretaries	4	June 30 2009+	local	
	Guidance Sec	1	June 30 2009+	local	
	Sp Ed Sec	1	June 30 2009+	local	
	Part Time Workers				
	part time custodian	3	June 30 2009+	local	
	Busdriver	9	June 30 2009+	local	
	Spare Bus drivers	2	June 30 2009+	local	
	Sec	1	June 30 2009+	local	
	Superintendent	1			
			Per diem	local	
		140			
SAD 30	MSAD #30 Teachers Association Support Staff			Contract	FTE's
	(Bus Drivers Custodians, Food Service Specialist, Ed Techs 1-2-3 Sec.				
	Superintendent (71% SAD 30 & 29% Union 110)	1	June 30, 2009	Individual	0.71
	Special Services Director	1	June 30, 2009	Individual	0.05
	District Principal	1	June 30, 2012	Individual	1
	K-8 teachers (Lee, Springfield, Webster) incl SpEd, PE, Music, Staff Dev, Guid	22	August 31, 2011	MEA/NEA/PT	21.5
	School nurse	1	August 31, 2009	Individual	0.05
	Bookkeeper 1(71% SAD 30 & 29% Union 110)	1	June 30, 2009	Individual	0.71
	Superintendent's secretary (71% SAD 30 & 29% Union 110)	1	June 30, 2009	Individual	0.71
	Supervisor custodian	1	June 30, 2009	Individual	1
	Computer technician	1	June 30, 2009	Individual	1
	Bus Drivers	4	June 30, 2011	MEA/NEA	4
	Food Service	4	June 30, 2011	MEA/NEA	2.75
	Ed Techs 9(Tile 1 and SpEd)	9	June 30, 2011	MEA/NEA	9
	Custodians	2	June 30, 2011	MEA/NEA	1.6
	School Secretaries	3	June 30, 2011	MEA/NEA	3
		52			47.08

Exhibit 7A/B (Cont'd)			
Miscellaneous Contracted Personnel and Agency Contract Information			
Name of district	Type of contract Current Contr	Expiration dates	Company
SAD 67			
	OT	August 1,2009	
	PT	August 1,2009	
	Vision	August 1,2009	
	Psychologist	August 1,2009	
	Hourly Wage Employees w/o bargaining unit affiliation		
SAD 31	OT	June 30 2009	
	PT	June 30 2009	
	Psychologist	June 30 2009	
	Speech Language	June 30 2009	
	Penquis Child Development	May 31,2009	
SAD 30	Physical therapist	June 30, 2009	
	Psychologist	June 30, 2009	
	Occupational therapist with Union 110	June 30, 2009	
	Speech therapist	June 30, 2009	
	Psychologist/ tester	June 30, 2009	
	School bus scheduler-SAD30/Union 110/SAD 31	June 30, 2009	Contract between SAD 30/Union110/SAD 31 and SAD 67

Exhibit 7C				
Other School Contractual Obligations				
Name of district	Type of contract Current Contr	Expiration dates	Company	Other
SAD 67	Uniform	2013	Unifirst	
Woodville	School Privilege with East Millinocket School Dept	2010	East Millinocket	
	School Privilege with Medway School Department	2010	Medway	
Lee	Lee Academy			
SAD 31	School bus contract with SAD #67	June 30, 2009		

RSU

Exhibit 10A

Documentation of the public meetings, minutes attached

RSU 17 Minutes

Reorganization Planning Committee meeting

When: Thursday, November 13, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM for General meeting

- A. The Superintendents met at 4:00p.m. and prepared for the meeting.
- B. The Committee Chairs and Subcommittee Chairs will met at 5:30 and discussed the agenda and prepared for the meeting.

C. The RPC meeting at 6 PM

1. Review feedback from legal review and DOE

The RPC reviewed the feedback from the legal review of the plan, agreed to most of the changes by consensus.

In regard to Section 8B:

Ed Woolley moved that the following "Offsets in any one year are limited to a maximum of \$100,000 with the balance to be used for offsets in subsequent years" be added after the first sentence. The motion was seconded by John Tarleton. The motion passed 15-3-3.

In regard to Section 12 Start up Costs and Additional Expenses:

Ed Read moved that the paragraphs immediately above Avoidance of State Penalties be rewritten (see attached). The motion was seconded by Dave Edwards. The motion passed unanimously with 3 abstentions.

2. Subcommittees met to work on plan to address plan review

Finance and Personnel/Transition met on their sections.

3. Subcommittees reported out to full membership and proposed items to be considered at meeting by full membership

Ed Woolley reported that the Finance Committee was recommending that a "save harmless fund" provision be added to Section 13-B and presented the proposal (see attached). This was discussed.

Ed read moved that a "save harmless fund" provision, as presented, be added to Section 13-B. the motion was seconded by John Tarleton. The motion failed on a vote of 7-9-4.

Jackie Thurlow reviewed changes to the Exhibits.

4. Approval of proposed revisions to sections and approval of the Reorganization Plan.

Jackie Thurlow moved that the plan as revised be approved for submission to the Commissioner of Education. The motion was seconded by Beth Turner. The motion passed by a vote of 14-6.

There was agreement that if the DOE review required changes that were not substantive the facilitator could make them and advise the RPC of them.

5. Any other business

Next meeting will be on December 4, 2008 at 6P.M. The agenda will include consideration of changes as needed due to Commissioner review , set the date for the referendum, plan the public information program, set date(s) for public hearing(s) and location(s), and set date for other public information meetings and locations.

6. Meeting adjourned at 8:10 P.M.

13-B Cost Sharing in Regional School Unit

Ed Read
To approve
John Tinkler

7-9-74

In order to mitigate any disproportional increase in the amount of money a district/community is required to pay as per the cost sharing formula, and to ensure as fair as possible application of the cost sharing formula, a "save harmless fund" will be created to help offset increases to districts that/will experience an adverse impact under the cost sharing formula adopted in this Plan.

Districts/communities that experience a decrease/savings in the amount of their contributions to the cost of education as a result of the RSR cost sharing formula will credit 50% of their decrease/savings to a "save harmless fund" that will be used to offset increases to districts/communities that have/will experience an increase in their cost of education as a result of being adversely affected by the RSU cost sharing formula.

The funds in the save harmless fund will be distributed to the districts/communities that have/will experience an increase in the amount of their contribution to the RSU as follows:

1. Calculate the increase or decrease of each district/community as per the cost sharing formula.
2. Calculate the total amount of the decrease of the districts/communities that have individually experienced a decrease.
3. Multiply the amount calculated in #2 above by 50% to determine the total amount of money available in the save harmless fund.
3. Calculate the total amount of increase of the districts/communities that have experienced an increase.
4. Calculate the increase of each district/community as a % of the total amount of increase in #3 above.
5. Multiply the total amount of money available in the save harmless fund in #3 above by the % calculated in #4 above to determine the proportionate share each district will receive as an offset to their projected increase as per the cost sharing formula.
6. Once each district's proportionate share has been determined in #5 above, this amount will be credited against the total amount of money that district is required to pay as per the cost sharing formula.

Total Increase projected by cost sharing revenue	\$359,354
Amount available for save harmless fund (50% of total above)	\$179,677

<u>District</u>	<u>Increase</u>	<u>% of total increase</u>	<u>save harmless</u>	<u>revised 4yr</u>
Drew Plt	\$11,215	3.12%	\$5606	\$5609
Glenwood Plt	12,060	3.36	6037	6023
Lakeville	112,789	31.39	56,401	56,388
Lowell	35,156	9.78	17,572	17,584
Woodville	79,428	22.11	39,727	39,711
Medford	15,639	4.35	7,816	7,823
Springfield	11,842	3.30	5,929	5,913
Howland	68,340	19.02	34,175	34,165
Passadumkeag	12,875	3.58	6,432	6,443

In the reorganization there is the potential of other additional expenses. These include:

- \$25,000 legal fees for start-up costs
- 3,200 Board stipends (12 meetings)
- 2,000 Liability insurance
- 10,000 Miscellaneous (advertising, printing, stationery, moving, etc)
- Collective bargaining of contracts could increase as professional and support staff contracts of the new RSU are merged into a single contract. At present the cost of all collective bargaining contracts is _____.
- The potential need for RSU wide supervision of facilities transportation, technology and food service, etc.

The RPC ~~for that~~ is not confident there will be a bottom line savings due to the additional expenses listed above.

RSU 17 Minutes

When: Thursday, November 6, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM for General meeting

- A. The Superintendents will met at 4:45p.m.to prepare for the meeting.
- B. The Committee Chairs and Subcommittee Chairs will met at 5:30 to discuss the agenda and prepare for the meeting.
- C. The RPC meeting at 6 PM
 - 1. Plan review feedback from DOE was presented by BobKautz. Mike Lambert reviewed the feedback received from the law firm Drummond Woodsom. This was discussed and the changes to the plan to address the DOE feedback were presented. A question was raised as to why any amendments to the plan requires the approval of the question and if in law , where. Mike was going to check with the law firm and Bob with DOE.
 - 2. Subcommittees met to work on plan and did another review and developed responses to feedback. The Finance Committee discussed cost sharing methods and agreed to recommend to the full RPC a 65%pupil and 35% valuation, phased in over 5 years, cost sharing method by a majority vote.
 - 3. Subcommittees reported out to full membership and proposed plan changes.
 - 4. Approval of proposed sections of the Reorganization Plan is requested.
 - a. Finance Committee
 - 1. Cost sharing Section 13 B
Moved by Martin Grant that the Finance Committee recommendation of a 65%pupil, 35% valuation method, phased in over 4 years be approved.
Seconded by John Tarleton.
The motion was discussed.
The vote was 9-11, and the motion failed.

A second motion was made by John Neel and seconded by Hugh Hussey, that a method based upon 50% valuation and 50% pupils , phased in over 4 years, be approved.
After a discussion, a vote was taken and the vote was 11-7-4, the motion passed.
 - b. Other Committee recommendations were reviewed and approved by consensus.
 - 5. Meeting adjourned at 8pm.

October 16, 2008 & October 23, 2008
Editions of ~~the~~ The Lincoln News

M.S.A.D. #31

Notice of Public Hearing
for
ESS Roof Repair
Referendum
and
Informational meeting
regarding the RSU
Tuesday, Oct. 28, 2008
7:00 p.m.
Jim Currie Library

Reorganization Planning Committee meeting Minutes
RSU 17

October 30, 2008

- A. The Superintendents will meet at 4:00p.m. to prepare for the meeting.

The proposed plan was reviewed and the additions to that which had been sent to all in the RPC were highlighted and explained. It was agreed that DWM would do the legal review as that firm serves all the districts. Mike Lambert agreed to be the contact with them.

- B. The Committee Chairs and Subcommittee Chairs will meet at 5:30 to discuss the agenda and prepare for the meeting.

The additions to the plan that was sent were reviewed and the use of DWM was explained. There was discussion about a public meeting before submission of the plan, but all agreed that there was insufficient time to publicize and to hold one. It was noted that a public hearing on the plan was held at Penobscot Valley high School on October 28th. It was agreed that one or more hearings should be held after the Commissioner approved the plan.

Items for action:

1. Subcommittees met to work on the latest draft of the plan. Each committee reviewed the sections that had been assigned to them and prepared recommendations for the full RPC to vote on.
2. Subcommittees reported out to the full membership. They recommended adoption of the sections of the plan as presented or amended as a result of their review. Each section was then approved for a final vote. It was agreed that Section 13-B. Cost Sharing in Regional School Units would be voted upon separately as there was not unanimous agreement on it. All other sections were approved for voting by a single motion.
3. Approval of proposed sections of the Reorganization Plan
 - (1.) It was moved by Mike Pearson and seconded by John York that all sections of the proposed plan for RSU 17, with the exception of Section 13-B, be approved for submission to the attorneys for review.

The motion passed 19 – 2.
 - (2.) It was moved by Ed Woolley to accept Section 13-B as recommended by the Finance Committee; seconded by Beth Turner.

The cost sharing plan, 75% shared on the basis of resident pupils in each municipality and 25% on state mandated valuation, was discussed. After discussion a vote was taken.

The motion failed 10 – 11.

4. Agenda setting for next meeting.

- 1. The Finance Committee will meet at the next meeting and develop another recommendation. The language in the article will be sent to the attorneys as a model, not an approved section, for review.**
- 2. The RPC will meet to discuss the section 13-B, as well as any feedback from the attorneys.**

Finance Committee Minutes
October 23, 2008

Members Present:

Ed Woolley
John Tarleton
Larry Cowan
Martin Grant
Beth Turner

Lee Lamoureux
Carolyn Smith
Ed Reed
Kevin Olsen
John York

Items Discussed:

1. Jake Clockedile was present to help with the discussion of a funding formula.
2. After much discussion over the past several weeks, the Committee voted to adopt a funding formula based on 25% valuation and 75% pupil count.
3. The Committee agreed to phase-in this formula as a means to mitigate any increased cost(s) to municipalities. The phase-in will be as follows:
 - a) first year - 25% present funding – 75% new formula
 - b) second year - 50% present funding – 50% new formula
 - c) third year - 25% present funding – 75% new formula
 - d) fourth year – 100% new formula
4. The Committee agreed that any amendment to this funding formula requires A 2/3 majority vote of the full RSU Governing Board.

RSU Minutes

o: RSU Planning Committee Members
From: Bob Kautz, Facilitator

Reorganization Planning Committee Meeting Minutes

When: Thursday, October 16, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM for General meeting

- A. The Superintendents will met at 4:00p.m.to prepare for the meeting.
- B. The Committee Chairs and Subcommittee Chairs will met at 5:30 to discuss the agenda and prepare for the meeting.

1. Items for action:

- a.Approval of this proposed section of the Reorganization Plan by the Governance Committee is requested.

Moved that sections 1, 2, 3, 4 be approved by Dan Aldrich

Seconded by Beth Turner

Approved 15 - 4

Governance Committee Required Elements of the Reorganization Plan

1. The units of school administration to be included in the proposed reorganized regional school unit.

The proposed regional school unit includes the following school administration units and municipalities:

- SAD 30 (Including the towns of Lee, Springfield, Webster Plantation, and Winn)
- SAD 31 (Including the towns of Burlington, Edinburg, Enfield, Howland, Maxfield, and Passadumkeag)
- SAD 67 (Including the towns of Chester, Lincoln and Mattawamkeag)
- SU 110 (Including the towns of Carroll Plantation, Drew Plantation, Lakeville, Macwahoc Plantation, and Reed Plantation)
- Glenwood Plantation
- Lowell
- Medford
- Seboeis Plantation
- Woodville

The above administrative units and municipalities are hereinafter referred to collectively in the plan as RSU 17.

2. The size, composition and appointment of the governing body.

The RSU 17 governing board shall be composed of 14 members. The above mentioned administrative units and municipalities will be separated into three electoral districts:

- Electoral District 1: Carroll Plantation, Chester, Drew Plantation, Glenwood Plantation, Lakeville, Lee, Macwahoc Plantation, Mattawamkeag, Reed Plantation, Springfield, Webster Plantation, Winn and Woodville. (will have 4 board members)
- Electoral District 2: Lincoln (will have 5 board members)
- Electoral District 3: Burlington, Edinburg, Enfield, Howland, Lowell, Maxfield, Medford, Passadumkeag and Seboeis Plantation. (will have 5 board members)

Each board member shall serve a 3-year term, except that the initial terms of the RSU board shall be staggered as provided by Title 20-A M.R.S.A. Section 1472-B. At the first meeting of the RSU board, lots will be drawn for the initial term lengths for each elected member. The initial term lengths for each member of the three electoral districts shall be distributed as follows:

- Electoral District 1: Shall have one member with a one year term, one member with a two year term and two members with a three year term.
- Electoral District 2: Shall have two members with a one year term, two members with a two year term and one member with a three year term.
- Electoral District 3: Shall have two members with a one year term, one member with a two year term and two members with a three year term.

3. The Method of Voting of the Governing Body.

Each electoral district in RSU 17 shall elect the number of its residents to serve on the board as shown in the table below to meet the one person/one vote requirement of the Maine Constitution.

METHOD "D" WEIGHTED VOTING

Electoral District	Population	# of Votes-Scaled	# of board members	Votes per Member	% Weight per member	Excess Over Equal
1	3816	282	4	71	7.1	0.0%
2	5231	386	5	77	7.7	0.6%
3	4492	332	5	66	6.6	-0.5%

At least a 2/3 majority of the board of directors in number and voting power shall be needed to change or amend this plan.

4. The composition, powers and duties of any local school committees to be created.

No local school committees are proposed as part of this plan. The absence of local school committees from this plan does not restrict any resident from RSU 17 from approaching the RSU board in order to form a local school committee, nor does it restrict the RSU board from forming local school committees.

b. Additional sections from Governance Committee for approval

(1) Section 11 of Reorganization plan

Moved by Dan Aldrich

Seconded by Bruce Albert

That section 11 of the Governance Committee required elements of the Reorganization Plan be approved

The motion passed unanimously.

11. An explanation of how units that approve the reorganization plan will proceed if one or more of the proposed members of the regional school unit fail to approve the plan.

If the plan is rejected by one or more SAUs listed in section one of this plan, but is accepted by SAUs listed in section one representing at least 1,200 resident pupils, as measured by the October 1, 2006 resident pupil count, then in such case the membership of the RSU shall include those SAUs that approved the plan. If the plan is approved by less than 100% of the SAU's, the board composition, voting method, and cost sharing method of the RSU shall be automatically mended to include only those SAUs that approved the plan using the same methods employed in this plan.

(2) Section 13 D of the reorganization Plan

**Moved for approval by Ed Read
Seconded by Virginia Mott
Approved unanimously.**

13D Tuition Contracts and School Choice.

1. Tuition Contracts

The following tuition contracts are in existence as of the date of this plan:

SAU	Other Party	Description	Termination Date
MSAD 30 (Lee Springfield, Webster Plantation and Win)	Lee Academy	For all students in grades 9-12	June 30, 2012

****Lee, Springfield, Webster Plantation and Winn shall always have the option to send their students to Lee Academy if Lee Academy accepts them at the prevailing State approved rate including the insured value factor.**

2. School Choice

The following SAUs offer some or all of their students a choice of which school to attend:

SAU	Description
Carroll Plantation, Drew Plantation, Glenwood Plantation, Lakeville, Lowell, Macwahoc Plantation, Medford, Reed Plantation, Seboeis Plantation and Woodville	All students K-12 may choose to attend any school approved for tuition purposes. The SAU shall pay the legislated tuition for each student.

Grade levels in the existing SAUs that have choice of schools as of the operational date shall continue to have the same choices in the RSU.

(3) Section 13 H of the reorganization Plan

Moved for approval by Mike Pearson
Seconded by Jack Neel
Approved 21-0-1

13H The relationship between the RSU board and the Vocational Program governing body.

The RSU 17 board shall appoint at least one member from each ward to the newly created vocational program governing board. The intent of the RSU 17 board shall be to spread out the representation on the vocational program governing board evenly among the three wards of the RSU. The number of members from each ward will be dependent on the size and constitution of the new vocational program governing body.

c. Additional sections from other committees for approval

(1)

Section 13 E from property Committee

Moved that section 13 E be approved by Al Morrill
Seconded by Bruce Albert
Approved 20-0

13 E Claims and Insurance

There are no lawsuits, administrative complaints, or notices of claims against any of the Towns, MSADs or Unions to our knowledge.

2. Subcommittees met to work on the plan

3. Subcommittees reported out to full membership. The Finance Committee proposed items to be considered at next meeting by full membership These include sections 6 And 8 of the Reorganization Plan.

4. Agenda setting for October 23 meeting.

- C.** It was agreed that this date would be used for work by any subcommittees that wished to since many members and the Superintendents would be meeting in Augusta at the Maine School Management Annual Fall Conference. The Finance Committee would be working on a cost sharing formula with Jake Clockedile present to assist The Personnel and Transition Committee will also be meeting.

If you are no longer interested in receiving material for the RSU please notify Mary at the Supt. Office at 746-3500 or send an e-mail reply. Thank you.

RSU MINUTES

RSU Planning Committee Members
Bob Kautz, Facilitator

Reorganization Planning Committee meeting

When: Thursday, October 9, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM for General meeting

- A. The Superintendents will meet at 4:00p.m. to prepare for the meeting.
- B. The Committee Chairs and Subcommittee Chairs will meet at 5:30 to discuss the agenda and prepare for the meeting.

1. Items for action:

Approval of this proposed section of the Reorganization Plan by the Governance Committee is requested.

It was agreed to hold over items 1-4 to the next meeting and act upon these and some additional sections being developed by the Governance Committee. It was announced that the DOE had given its approval of the governance plan for the size, composition, appointment and method of voting for the RSU Board.

Governance Committee Required Elements of the Reorganization Plan

1. The units of school administration to be included in the proposed reorganized regional school unit.

The proposed regional school unit includes the following school administration units and municipalities:

- SAD 30 (Including the towns of Lee, Springfield, Webster Plantation, and Winn)
- SAD 31 (Including the towns of Burlington, Edinburg, Enfield, Howland, Maxfield, and Passadumkeag)
- SAD 67 (Including the towns of Chester, Lincoln and Mattawamkeag)
- SU 110 (Including the towns of Carroll Plantation, Drew Plantation, Lakeville Plantation, Macwahoc Plantation, and Reed Plantation)
- Glenwood Plantation
- Lowell
- Medford
- Seboeis Plantation
- Woodville

The above administrative units and municipalities are hereinafter referred to collectively in the plan as RSU 17.

2. The size, composition and appointment of the governing body.

The RSU 17 governing board shall be composed of 14 members. The above mentioned administrative units and municipalities will be separated into three distinct voting electoral districts:

- Electoral District 1: Carroll Plantation, Chester, Drew Plantation, Glenwood Plantation, Lakeville Plantation, Lee, Macwahoc Plantation, Mattawamkeag, Reed Plantation, Springfield, Webster Plantation, Winn and Woodville. (will have 4 board members)
- Electoral District 2: Lincoln (will have 5 board members)
- Electoral District 3: Burlington, Edinburg, Enfield, Howland, Lowell, Maxfield, Medford, Passadumkeag and Seboeis Plantation. (will have 5 board members)

Each board member shall serve a 3-year term, except that the initial terms of the RSU board shall be staggered as provided by Title 20-A M.R.S.A. Section 1472-B. At the first meeting of the RSU board, lots will be drawn for the initial term lengths for each elected member. The initial term lengths for each member of the three electoral districts shall be distributed as follows:

- Electoral District 1: Shall have one member with a one year term, one member with a two year term and two members with a three year term.
- Electoral District 2: Shall have two members with a one year term, two members with a two year term and one member with a three year term.
- Electoral District 3: Shall have two members with a one year term, one member with a two year term and two members with a three year term.

3. The Method of Voting of the Governing Body.

Each electoral district in RSU 17 shall elect the number of its residents to serve on the board as shown in the table below to meet the one person/one vote requirement of the Maine Constitution.

METHOD "D" WEIGHTED VOTING

Electoral District	Population	# of Votes-Scaled	# of board members	Votes per Member	% Weight per member	Excess Over Equal
1	3816	282	4	71	7.1	0.0%
2	5231	386	5	77	7.7	0.6%
3	4492	332	5	66	6.6	-0.5%

* The number of board members allocated to each electoral district was calculated using a vote scale of 1000 and a member scaling factor of 4.

4. The composition, powers and duties of any local school committees to be created.

No local school committees are proposed as part of this plan. The absence of local school committees from this plan does not restrict any resident, from RSU 17, from approaching the RSU board in order to form a local school committee.

5. Real property and personal property

This section was recommended by the Property Committee.

Moved by Dave Edwards;

Seconded by Gladys Moulton

Approved on a vote of 17 for, 0 against, and 3 Abstentions.

A. REAL PROPERTY AND PERSONAL PROPERTY

All real property interest including without limitation land, buildings, other improvements to realty easements, option rights and fixtures of the MSAD 67, MSAD 30, MSAD 31, and UNION 110- MACAWAHOC shall be transferred to the new RSU. The RSU board may require such deeds, assignments or other instruments of transfer as in its judgment is necessary to establish the District's rights, title and interest in such real property and fixtures.

All real property and fixtures of MSAD 67, MSAD 30, MSAD 31, and UNION 110-MACAWAHOC shall be transferred to the new RSU. The disposition of the non-transferred property, if any, shall become the property of the Municipality in which it is located, unless otherwise specified in this Plan.

B. PERSONAL PROPERTY

All other tangible school personal property, including movable equipment, furnishings, textbooks and other curriculum materials, supplies and inventories shall become property of the RSU as successor of MSAD 67, MSAD 31, MSAD 30, and UNION 110. Parts of Union 110, Glenwood Plantation, Lowell, Seboeis Plantation and Woodville have no personal property or real property used for school purposes.

2. Subcommittees met to work on plan. Each subcommittee received additional sections of the plan to complete. Governance would do section 11 How to proceed if one or more units vote no and section 13 D dealing with Tuition contracts and choice.

Personnel and Transition will deal with section 13 A the Reorganization of administration, transportation, special education, and building / maintenance and will also deal with section 13 G Fewer than 2500 students. Property will deal with section 13 E Claims and Insurance.

3. Subcommittees did not report out to full membership
4. Agenda setting for October 16 meeting will be to act upon the Governance Committee recommendations and those of other committees that have completed sections. The subcommittees will also work on their sections of the plan.

5. Adjournment at 7:55 PM

If you are no longer interested in receiving material for the RSU please notify Mary at the Supt. Office at 746-3500 or send an e-mail reply. Thank you.

RSU Meeting notes

10-2-08

TRANSITION /PERSONNEL Committee

Discussion

1. Superintendents need to review the spreadsheets to be attached to # 7 of the plan for accuracy
2. Proposed voting items for Oct 9th, #7 & 9

SARA Send Last weeks docs to :
gthurlow@roadrunner.com

Possible to vote on

9. A transition plan that addresses the development of a budget for the first school year of the reorganized unit and interim personnel policies. (Revised 6/19/08)

Note: The Legislature has enacted transition provisions that make most of the transition language included in the original template unnecessary. Therefore, the following language will be sufficient to address transition:

A. The initial RSU board shall be elected [OPTIONAL: include deadline for election of initial board] in accordance with 20-A M.R.S.A. § 1472-A and shall have the transitional powers and duties provided by 20-A M.R.S.A. § 1461-A.

B. Transition Plan for Personnel Policies. All personnel policies existing in the previous school administrative units shall continue to apply to the same employment positions after they become part of the regional school unit. After the operational date regional school unit board and superintendent will develop and adopt region-wide policies in accordance with applicable law.

Note: The law provides that the RSU will assume all collective bargaining obligations of the previous school administrative units. Since one of those obligations is to negotiate or, in the case of educational policy, meet and consult with respect to changes in wages, hours and working conditions of represented employees, it is questionable whether such policies may be unilaterally changed by means of the reorganization plan. Therefore, this template contemplates that all policies will stay in place, and that the regional school unit board and administration will take on the project of adopting uniform policies after the formation of the RSU.

PERSONNEL COMMITTEE

Language for Vote

Essential question 1: Merging if all labor unions

7. The assignment of school personnel contracts, school collective bargaining agreements and other school contractual obligations.

A. School Personnel Contracts. A list of all written individual employment contracts to which each of the existing SAUs is a party is attached as Exhibit 7-A. Pursuant to Section XXXX-43(5), Title 20 A individuals on the list who are employed on the day before the operational date shall become employed by the RSU as of the operational date, and their contracts shall be assumed by the RSU on the operational date. This provision does not prevent the existing SAUs from terminating or non renewing the contracts of employees in accordance with applicable law before the operational date of the RSU. The list shall be updated and made final no later than the day before the operational date of the RSU.

A list of all employees of the existing SAUs who do not have written individual employment contracts is attached as Exhibit 7-B. Pursuant to Section XXXX-43(5), individuals on the list who are employed on the day before the operational date shall become employed by the RSU as of the operational date. This provision does not prevent the existing SAUs from terminating employment of the employees in accordance with applicable law before the operational date of the RSU. The list shall be updated and made final no later than the day before the operational date of the RSU.
INSERT TABLE

The duties and assignments of all employees transferred to the RSU shall be determined by the Superintendent of the RSU or his/her designee.

B. School Collective Bargaining Agreements. The following collective bargaining agreements to which the SAUs are a party shall be assumed by the regional school unit board as of the operational date:
INSERT TABLE

All of the employer's rights and responsibilities with respect to collective bargaining shall be fully assumed by the regional school unit board as of the operational date.

Essential Question 2: lack of alignment of agreements prior to new agreements

See law

Essential Question 3 All contracts not represented in the collective bargaining unit

C. Other School Contractual Obligations. A list of all contracts to which the existing SAUs are a party and that will be in effect as of the operational date is attached as Exhibit 7-C.
INSERT Exhibit

The RSU shall assume the following contracts as of the operational date:
INSERT TABLE

Contract party, Contract Type , Expiration Date

RSU Minutes- September 25, 2008

RSU Planning Committee Members
Bob Kautz, Facilitator

Reorganization Planning Committee meeting

When: Thursday, September 25, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM for General meeting

- A. The Superintendents met at 4:00p.m. to prepare for the meeting.
- B. The Committee Chairs and Subcommittee Chairs met at 5:30 to discuss the agenda and prepare for the meeting. There also, was agreement to recommend to the RPC that an Education Subcommittee be formed and members of the RPC be assigned to it. The Education Subcommittee would look at the benefits to education that the reorganization could cause as well as the opportunities for educational enhancements and additional programs for students.

1. Approval of Governance Committee proposals ;

Moved by Beth Turner: seconded by Jackie Thurlow, that Question # 6 be accepted as presented. The motion carried unanimously.

Question #6: **Will there be a role for students on the governing board?**

Governance Committee Proposal: The newly formed RSU board will have one high school student from each of the high schools in RSU 17. These students will have no voting authority on the board, but instead will be used to voice student concerns and issues to the elected board members.

Question 7 was passed over until a future meeting so that the Governance Committee could meet with Al Dickey.

Question #7: **What relationship will the RSU board have with the Vocational Program governing body?**

Governance Committee Proposal: *The RSU board shall appoint a proportional number of members from each ward. The number of members from each ward will be dependent on the size and constitution of the new vocational program governing body.*

Moved by Mike Pearson: seconded by Beth Turner, that Question #8 be accepted as presented. The motion carried unanimously.

Question #8: **Where will the governing body meet?**

Governance Committee Proposal: The governing body for the RSU shall rotate each meeting among the three wards of the RSU.

Moved by Mike Pearson: seconded by Beth Turner, that Question 9 be accepted as presented. The motion carried.

Question #9: **Should the RPC recommend the formation of local school committees?**

Governance Committee Proposal: The RPC committee shall leave the decision on local school committees up to the RSU board.

2. Subcommittees met to work on plan
3. Subcommittees reported out to full membership, made requests for data or information and proposed items to be considered at next meeting by full membership. Their minutes are appended to these minutes.
4. Agenda setting for October 2 meeting was set. It will be the same format as this meeting.
5. New items for action to be:
 - A. the RPC will be asked to approve the formation of an Education Committee to look at the benefits to education that the reorganization could cause as well as opportunities for educational enhancements and additional programs for students.
 - B. It is recommended that the RPC agree to set the following dates for meetings:
October 9,16,23,30,November 7, all to be from 6pm to 8pm.
6. The meeting adjourned at 8:10pm.

If you are no longer interested in receiving material for the RSU please notify Mary at the Supt. Office at 746-3500 or send an e-mail reply. Thank you.

RSU Minutes

Reorganization Planning Committee meeting

September 18, 2008, Region III Vocational School in Lincoln 6:00 PM

- A. The Superintendents met at 4:00p.m. and prepared for the meeting.
- B. The Committee Chairs and Subcommittee Chairs met at 5:30 and discussed the agenda and prepared for the meeting.
 - 1. The RPC voted to approve the Governance Committee proposal for size and make-up of the RSU Board on a motion by Michael Pearson and seconded by Hugh Hussey. The vote was 23 in favor and 2 against.
Bruce Albert reviewed the governance proposal of three wards, one with just Lincoln, another with Howland, Enfield and nearby towns, and the third ward with Lee and nearby towns. In the discussion before the vote Ed Woolley asked if there could be more wards with the large communities separated out, which would allow the small communities more of an opportunity to have representation on the Board. Another suggestion was to place in the plan a requirement for a super majority for some types of voting topics. These questions and discussions were discussed.
 - 2. Subcommittees met to work on plan
 - 3. Subcommittees reported out to full membership and proposed agenda items to be considered at next meeting by full membership. Please see the attached minutes of the subcommittees
 - 4. Agenda was set for the September 25 meeting
 - a. Action on items requested by subcommittees
 - b. Subcommittees meet to work on plan
 - c. Subcommittees report out and make requests for data, and items for full RPC action at next meeting
 - 5. Adjourned at 8:10pm

Schedule of meetings: September 25 and October 2; others to be determined at September 25 meeting

RSU Meeting Notes
9-11-08

Pre-meetings with the Superintendents and Chairs of Committees were held. The agenda was reviewed and Superintendents to advise the committees were designated

1. Update on SADs 30 and 31 and Medford
 - a. SAD 31 to stay w/ RSU: concerns - governance, understanding of philosophies from differing towns
 - b. SAD 30: to go w/ RSU: concerns private academy and governance
 - c. Medford is remaining with the RSU.

Larry Cowan thanked the group for their productive hard work.

Overview Cost sharing info:

- d. Jake Clockedile reviewed a cost sharing worksheet he developed (See 9-11-handout).
2. Sub committee meetings (Bob Kautz made available 3 Commissioner approved RSU plans w/ sample language for the subcommittees to use); each committee was asked to designate a recorder. Each committee was asked to give a brief report of their nights committee work; include anything to vote on (votes are tentative and may be adjusted later);
 - a. **Governance** Unanimous : 3 wards ward 1 71votes 4 members; Lincoln 77votes 5 members; ward 3 5 members 66 votes.
 - b. **Property:**
 - i. need lists of communities w/o property
 - c. **Personnel/ Transition:**
 - i. Need contracts
 - ii. Template to gather data developed
 - iii. Mission and vision statement
 - iv. Name we are working on an idea
 - d. **Finance**
 - i. Working on several scenarios
3. Set agenda for next meeting
 - e. Approval of Governance committee proposal
 - f. Committee work
 - g. Meetings Each Thursday through Sept through the 1st week in October and then decide the schedule for the next month.

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Reorganization Planning Committee meeting

When: Thursday, September 4, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM for General meeting

MEETING NOTES SEPTEMBER 4, 2008

Comments by Larry Cowan:

Discontent has been noted. We now need to work or we will have penalties

Facts were reviewed:

Deadline January 30 If there is no vote or unit there is a penalty and a possibility that subsidy will be withheld.

Voting

Around an AOS or RSU will be one vote not three (with a roll call).

Numbers:

1,200 plus is what must be achieved

Groups:

RSU go to work if over 1,200. Do you want to move ahead? Would you accept more SAU's?

AOS: Who to join with, reasons to join and giving schools notice.

Leftover – need to decide how to do so.

Role call: Towns for RSU:	Number of students Based 2006 student data	Towns for AOS	Number of students Based 2006 student data
Medford	None	SAD 30	286
Carol Plantation	13	SAD 31	606
Drew Plantation	13		
Glenwood Plantation	0		
Lakeville Plantation	11		
Lowell	28		
Macwahoc Plantation	11		
Reed Plantation	25		
Seboeis Plantation	5		
Woodville	42		
MSAD #67	1195		
Total	1337		892

BREAKOUT GROUPS

Are we ready to form a plan?

Consensus: We are in favor of forming RSU and to move forward.

Once we get into this and others want to join do we accept them back?

Consensus: Yes

Committee report out:

Finance:

Each town will keep debt

SpEd costs will be shared across the towns to reduce the burden

Next Thurs they want new finance template

Students

Valuation

50/50 without the AOS contingents

Governance

12 member board

Break into boards

Check to see if numbers will work

Lincoln will split in $\frac{1}{2}$, with Lincoln no more than 2 members will be on the board

MILLINOCKET AND SCHOOL UNION 113

45 North Street, Suite 2
East Millinocket, Maine 04430
Phone: 207-746-3500 Fax: 207-746-3516
salberts@emmm.org

MEMORANDUM

To: RSU Planning Committee Members
From: Bob Kautz
Date: August 15, 2008

Just a Reminder

Reorganization Planning Committee meeting

The financial aspects of an AOS/RSU will be reviewed and discussed; members of all committees are welcome.

When: August 21, 2008
Where: Region III Vocational School in Lincoln
Time: 6:00 PM

- A. The Superintendents will meet at 4 PM to prepare for the meeting.

Agenda

1. Review and Discussion of cost sharing proposals between the Finance Committee and state facilitator Jake Clockedile.
2. Topics for the next agenda, date for the next meeting is Thursday, September 4

ADA NOTICE: IF YOU HAVE SPECIAL NEEDS THAT MUST BE MET TO ALLOW YOU TO FULLY PARTICIPATE IN THIS MEETING. PLEASE CALL REGION III 794-3004

Meeting Notes

August 5, 2008

Pre-Meetings

At 4pm, Superintendents White, Walker, and Marcinkus, Region III Director Dickey, met with Facilitator Bob Kautz, to discuss the following:

- The last RPC meeting
- Tonight's RPC agenda
- How the meeting would be conducted
- AOS and RSU structures
- Preparations for the Finance Committee meeting on the 21st of August

An information request sheet from Jake Clockedile, the facilitator who will assist with cost sharing, was distributed. David Walker offered to get the sheets to Superintendents MacDonald and Woodman. All agreed to get the sheets and information to Jake Clockedile in a timely manner so that the work needed to be done for the Finance Committee meeting will be completed.

RPC Subcommittee Chairs and members joined the meeting at about 5:30 pm and participated in the discussion.

RPC Meeting

1. Update on local decisions concerning RSU and AOS unit make-up

The RPC members discussed the pros and cons of an AOS and RSU. There were no updates in regard to community decisions on AOS or RSU.

2. Review of membership data and committee assignments

A data sheet of names and contact information was reviewed and some corrections and additions were made. There was no action in regard to committee assignments.

3. Committee meetings

The committees met and discussed the work needed to be done to begin drafting the plan. It was explained that some work could be begun even though a decision as to whether to form an RSU or an AOS has not been made. The committees reviewed the Drummond Woodsum template for their sections and a sheet describing data needs and essential questions.

The members from Millinocket, East Millinocket, Medway and Woodville met to prepare for their meeting on August 18 with their respective municipal officials to discuss the formation of an AOS. Facilitator Mary Jane McCalmon will facilitate that meeting

4. Agreement on next meeting date and tentative agenda

- a. Agreed that the committee would establish time(s) to meet between tonight and September 4th, to work on their responsibilities.
 - b. Next RPC meeting will be on September 4, 2008 and it will be decided whether to form an RSU or AOS and also do committee-work.
 - c. Agreed that the RPC would meet every Thursday from September 4th on, until it is evident that an every other week schedule would allow the work to be completed.
 - d. Agreed that on September 4th each community/SAD would have met to determine which format, AOS or RSU is preferred and whether they could accept the other, if that was determined to be the preference.
5. The meeting adjourned at 8pm.

MILLINOCKET AND SCHOOL UNION 113

45 North Street, Suite 2
East Millinocket, Maine 04430
Phone: 207-746-3500 Fax: 207-746-3516
salberts@emmm.org

7-29-08
OUTCOME

MEMORANDUM

Meeting Notes

Attendance was taken

1. Make-up and membership of the units.

a. Discussion:

- i. Union 113 & Millinocket Board Meeting conversations were reviewed in terms of looking at Millinocket, Medway, East Millinocket, & Woodville if they are interested, in forming an AOS along with others if they wish to join us.

1. This organization would create an appropriate size.
2. Need to file a letter of intent with the commissioner.
3. Others from SAD 30 or U110 who may be interested in joining with this group were asked to call the superintendents office @ 746-3500.

ii. This would mean the remaining entities would become another separate unit.

1. Any alteration from 1 unit would still mean each of you needs to remain compliant w/ the law in terms of numbers.
2. The financial analysis has been completed (3 scenarios) the results indicate these remaining units are more similar financially than the northern group. You do not have the same situation as Union 113 and Millinocket. They know their debt and other issues they are currently dealing with.
3. Inquiries were made regarding waiting to decide on units until financial information is in.
 - a. If you do wait you will lose planning time.
 - b. To multiply the options in many ways for a DOE financial analysis is likely to occur. Just working on 3 has taken 4 days already and they are not done.
 - c. Choose to make a direction now and as you go you may change your mind or not as you gather more information.

iii. Questions regarding changing direction later, AOS/RSU configuration, AOS board functions, & Finances, were reviewed

1. SAD's: do we keep the same board in an AOS?
 - a. Yes they are not counted individually this would make 9 boards for RSU 17 not 23.
2. If we go down the road and decide this is not a fit will we have time to change our mind?
 - a. Nov. 14th is the date to submit a plan this is the time you have to get all the work done.
 - b. You cannot post a referendum if you do not have the approval of the commissioner for your plan. The work needs to be done before Nov 14th.

3. SAD 30 and U110 can they come together ?
 - a. They do not have the numbers to go alone.
4. AOS finances: Isn't it the AOS board that oversees the expense and operations of the AOS portion of the system?
 - a. Functions of the AOS board were reviewed
 - i. i.e. Special Ed: The cost better at this level i.e. when you need the expertise of a specialty autism teacher (share the person).
 - ii. There is more time to get contracts aligned.
 - iii. Debt and Property stays together with the local SAU.

iv. **RSU 17: As AOS**

1. AOS structure may be something our taxpayers will be more likely to choose
2. Property is not an issue
3. Maybe 2 AOS's
 - a. Complexity involved in cost sharing of AOS subsidy and grants was reviewed: needs to be divided fairly.
4. AOS board membership : appointed or elected
 - a. Appointed: # of members are determined in the plan
 - b. Elected is another way to go = weighted voting procedures apply
5. SAD's
 - a. All the towns in the SAD are treated as 1 community. Their collective vote is what counts.
6. **Options & Motions**: any group that has the majority stay together as an RSU that majority would not need to file a new letter of intent.
 - a. SAD 67 alone and the rest went with the north
 - i. The boards in this area have not discussed this.
 - b. **Union 113 and Millinocket w/ Woodville & w/o Woodville**
 - i. A **Motion** was made by Nancy Burgoyne; and seconded by Martin Grant to divide into 2 units and move ahead to request the financial analysis from the DOE for this configuration.
 - ii. **Vote: to accept this as 2 units: 24 yes, 1 no, 3 abstain**
 - iii. **AOS direction for this configuration**
 - c. **The remaining Members form an RSU**
 - i. A **Motion** was made by Martin Grant, and seconded by Beth Turner that all the other entities outside of Millinocket and U113 remain together as RSU 17 .
 - ii. **Discussion**: the option of RSU versus AOS and who is part of the configuration are linked. The configuration may change how I vote.
 1. If you are an RSU there is no way to change at a later date.
 2. If you are an AOS, you can move to become an RSU at a later date.
 3. If you plan toward becoming an RSU now and realize this is not working, you can change your mind during the planning stages only and work to create a plan to become an AOS. To do this, you would need to go back to the boards and resubmit intent to become an AOS. If you vote no there needs to be another motion. Remember this is for planning you are not married yet.

4. In the AOS you need to have time to do an inter-local agreement . You need to decide if this the direction your town will be more likely to go.
- iii. **Vote** for the remaining communities & SAD's to form an RSU
 1. Favor of RSU 8 yes 8 no.
 2. FAIL

d. The remaining Members form an AOS

- i. **Motion** : It was moved by Nancy Burgoyne and seconded by Gladys Moulton that all the other entities outside of Millinocket and U113 remain together as an AOS.
- ii. **Discussion** is this to move ahead in the form of an AOS?
 1. **yes:** If you voted to stay an RSU and that motion had passed we would not go back to the communities to be an AOS. If there is a change to be an AOS and not an RSU then you all need to go back to your respective boards and vote to become an AOS.
 2. You need to communicate the information back to your communities so people know what you are doing. The other towns to the north have already met to make a decision but the rest have not.
- iii. **Vote** 9 yes 8 no
 - I. YOU NEED TO GO BACK TO THE BOARDS AND SHARE THE FOLLOWING:
 - a. *THERE IS A SPLIT OF OPINION. WHICH WOULD YOU PREFER to become an AOS or an RSU AND*
 - b. *WOULD YOU BE ABLE TO LIVE WITH SOMETHING THAT IS NOT YOUR PREFERENCE?*

2. Organizational structure the unit would develop an RSU or an AOS

- a. SEE ABOVE

3. Approve the employment of a clerk for the RPC

- a. \$5000 is available for this
- b. **Motion:** It was moved by Jack Neal and seconded by Beth Turner to Elect Mary DeSantis as the RPC clerk
 - i. **Discussion:** She has done a great job
 - ii. Vote all in favor

4. Topics for the next agenda and date for the next meeting: August 4 or 5.

- a. *Discussion about next steps:*
 - i. Can we move the 5th meeting date so our communities can meet at the board level? We can do work.
 - ii. Perhaps we can have the finance committee work w/ Jake on cost sharing as an RSU and as an AOS. The governance committee can meet to discuss the board make up in an RSU and in an AOS (appointed or elected w/ weighting).
- iii. Can we get the financials from the DOE
 - a. RSU SAD 67 + Woodville & the Remaining group
 - b. RSU SAD 67 & the Remaining group
 - c. AOS SAD 67 + Woodville & the Remaining group

- d. AOS SAD 67 & the Remaining group
- e. AOS w/ U113 including Woodville & Millinocket

b. Outcome:

- i. *Task Mon or Tues report on where you are at w/ YOUR LOCAL boards*
- ii. *Task 2 meet and focus on Governance.*
 - 1. ***Tuesday meeting Aug 5th for the RSU 17 group AGENDA***
 - a. Finance and Governance
 - 2. ***Thursday meeting September 4th for the RSU 17 group AGENDA***
 - a. Establish Committee schedule
 - b. Decide which way to go AOS or RSU
 - c. Set a schedule of meetings of the RPC, the subcommittees and expected activities
 - d. Determine Future meeting dates:
 - e. Report back from each of your boards

c. Committees

Properties Gladys Moulton Chair.

d. Union 113 and Millinocket :

- i. August 18th meeting agenda
 - 1. Overview of RSU/AOS
 - 2. Timelines to work in and ramifications
 - 3. List of committees needed and their charge and membership
 - 4. List of required DOE elements
 - 5. Areas where we need to come to agreement or reach consensus

Meeting place Calvary Temple : Greg Stanley : has a sound system and air-conditioning.

RSU Planning Meeting Notes

July 22, 2008

MEETING OUTCOMES:

1. Set November 14, or sooner, as target date for RPC to submit plan to Commissioner
2. Divide into 2 school Units from the original RSU 17
3. Next meeting Tuesday July 28, 2008 & Tentatively Tuesday August 5th
 - a. We are surveying people to ascertain whether the 4th or 5th is better please let us know.
4. Need to proceed in order to get things moving along and get the necessary work done. The more we talk about something, the less time we will have to get the work done. Think back to the prior discussions to help with making a determination.

MEETING DISCUSSIONS

Overview of materials:

1. Please download the information sent to you and bring it to the meeting. This will help reduce costs.
2. People unable to download the PDF file were asked to put their name on a list. We will make other arrangements to get the information to you.
3. People were asked to write their name and e-mail address if they did not receive the data through e-mail.
4. Color pages are a problem to copy clearly.

Meeting Agenda/Discussion

1. Timelines were reviewed, the group determined the reasonable time to get the work completed will be early November and plan for a January 2009 Referendum.
2. AOS Law review
 - a. HO 1: Reviewed AOS structure, local and AOS board operations and need for inter-local agreements
 - i. Law requirements for an AOS structure were designed around Mt. Desert Island current practice.
 - ii. Inter-local agreements must be voted upon by the local governing body
 - iii. DOE Reports, subs by town.
 - iv. Towns in an SAD are considered 1 unit. Individual towns in Union or municipality are treated as 1 part of the AOS.
 - v. Allows to an extent continuation of Local Control
 - b. HO #2 St John Valley sample organization reviewed
 - i. Budget validation referendum 2 articles
 1. 1st to approve the local instructional funding
 2. 2nd to approve the AOS – system admin budget

- c. HO #3a & b: AOS core functions/ recommended Core functions and Local board functions were reviewed. The goal of the recommended functions is to keep costs down as you share needs.
- d. HO #4 St John Valley AOS: Lay out for budgeting reviewed.
- e. HO #5 RSU AOS Comparisons reviewed.
- f. Choosing partners: How many units are reasonable w/ 27 towns?
Choices of who to dance with are limited. Goal choose those who are the most tolerable to deal with. Splitting the proposed RSU 17 up will likely be permitted:

- 1. Millinocket is the Key. Whoever aligns w/ them can be considered rural and isolated w/ an approved unit of 1000: Rural isolated criteria were reviewed. Reason there are not many places for them to go. Look at a map how many directions can they go to partner with. Springfield does not have the initial numbers to get to the 1000 in addition, Millinocket has a HS Springfield does not. The commissioner has the final say. Springfield needs to find other units to achieve 1000.

- 2. All other Units must have over 1200

- g. HO #6 Student NUMBERS per district were reviewed
 - i. If over 1200 she will approve it
 - ii. If rural and Isolated and > 1000 has to approve
 - iii. Will not accept a unit that leaves someone out
 - iv. Possible options and potential configurations were reviewed

Small group discussion Results :

Property, Personnel, Transitions

Advantages of becoming <u>1 school unit</u>	Advantages of becoming <u>Multiple school units</u>	Additional Information Needed	Direction to go
	<ul style="list-style-type: none"> • Save money • Efficient operation • More local control • Easier access to meetings because of smaller geography • More citizen involvement • More accepted by citizens 		2

Advantages to having a RSU	Advantages to having a AOS	Additional Information Needed	Direction to go
<ul style="list-style-type: none"> • More stream lined • Keep your property • Less complex than AOS • More efficient • All services are shared • More cost efficient 	<ul style="list-style-type: none"> • The debt stays local • More local control • Keep your own property • More time to get contracts in line • Could share services • More likely to team up with partners you normally would not 	<ul style="list-style-type: none"> • For finances (what is the big picture of both RSU and AOS) • Mill rate and evaluation, how do they fit into both and RSU and AOS 	<ul style="list-style-type: none"> • AOS – to keep local control • Streamline services and governance could be arranged • RSU cost effective/stream line governance

Governance

Advantages of becoming <u>1 school unit</u>	Advantages of becoming <u>Multiple school units</u>	Additional Information Needed	Direction to go
<ul style="list-style-type: none"> • Less administrative costs • Costs are spread over a greater population • More available resources i.e. technology 	<ul style="list-style-type: none"> • Geography easier • Less costly for parents to contact administration • Easier to get public support 		<ul style="list-style-type: none"> • One unit: 3 • Multiple: 10 • Undecided: 1

Advantages to having a RSU	Advantages to having a AOS	Additional Information Needed	Direction to go
<ul style="list-style-type: none"> • Less complicated than AOS • Consistent 	<ul style="list-style-type: none"> • Consistent • Local towns and policies 	<ul style="list-style-type: none"> • Do we need two governance committees? 	<ul style="list-style-type: none"> • RSU: 5 • AOS: 8

<ul style="list-style-type: none"> policies Easier budget process 	<ul style="list-style-type: none"> Local control Easier for staff i.e. traveling Demands Local control Fewer resources 		
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Finance

Advantages of becoming <u>1 school unit</u>	Advantages of becoming <u>Multiple school units</u>	Additional Information Needed	Direction to go
<ul style="list-style-type: none"> Special education costs spread out Greater pool of specialists Greater educational opportunities 	<ul style="list-style-type: none"> Ability to structure differently Build in flexibility to meet student needs Shared Services Geographically makes sense More local control 	<ul style="list-style-type: none"> Financial information for FY08: Millinocket East Millinocket Medway Woodville 	

Advantages to having a RSU	Advantages to having a AOS	Additional Information Needed	Direction to go
<ul style="list-style-type: none"> Fewer people Lower administrative cost School board candidates available Student placement flexibility Central board of local representatives Adaptability of larger numbers Budget simplicity Policy development Interlocal agreement not needed 	<ul style="list-style-type: none"> Local control Special education at local school board More flexibility Transportation costs will decrease budget Maintenance of school will decrease budget Ability to customize student programs Adaptability of small numbers Demographics better met Community service programs for students 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none">

Report out and discussions around options occurred

1. 1. Votes: 2 units vote = overwhelming majority; 1 unit vote = 3
2. Unit configurations, opinions and supports and concerns were shared by people from a variety of the communities.

What are the units?

1. The obvious: Millinocket, East Millinocket, Medway, Woodville, and all others would make up the other unit w/ each unit deciding RSU or AOS
2. Is it logical M/E/M & W maybe others if interested.
 - a. Concern we all have declining enrolments
 - b. Is there a reason why we cant have more time to think about the composition
 - i. You can have some time, but you need to cut to the quick soon as there is a-lot of work to be done in a very short time frame.
 - c. The units breaking off from the original RSU 17 will need to form another letter of intent.
3. If one community turns down the proposal to divide into 2 then the others cannot form a separate RSU/AOS? Maybe
4. Woodville numbers do not materially affect any organization. No one can say which way Woodville needs to go. They can choose.

Meet Next Tuesday July 29th

Tuesday August 5th or maybe the 4th

Supt RSU meeting w/ Bob Kautz
7-8-08

Needs of the Facilitator:

1. Mill U113 Rural isolated and 1000 population
 - a. Your actions or letters cannot create a surrounding donut hole
 - b. Lisbon is the only donut hole w/ 1200 students
2. Share law: still in place
 - a. Have Jan 2009 time lines to meet before an June 2009 referendum on repealing the law
 - b. Need to complete work to show due diligence
 - c. Sept 14 date to complete a plan in order to achieve timelines in Jan 30
 - i. For Nov vote : 8-15 a vote by board to send to commissioner, 8-16 send to lawyer for review, 8-25 send to Commissioner, 9-8 Order and ballot article filed with Town Clerks
 - ii. For Jan vote 9-27 submit plan to Commissioner, 12-12 order and ballot article to Town Clerks
3. Changes in law and AOS
 - a. New opportunities not in the former law, split into more than one unit, and AOS or RSU
4. Property
 - a. Who keeps it and keeps it up is an issue
 - b. Need for inter-local agreement perhaps Trustee group?? (issues)
 - i. Local Board and Town governing bodyl sets up the criteria
5. Note taking
 - a. Summarize committee notes
6. Finances:
 - a. Need assistance w/ : Jake Clockedile or Dobbins – but need to id the district configuration to start

Decisions

1. Stay together or Split
 - a. AOS vs RSU
 - i. AOS make a plan and time line to define consistencies in Labor Contracts
 - ii. RSU have 3 yrs
 2. Need a leadership team comprised of Supt and Chairs of the committees.
- A. Review Law
- B. Decisions Given Changes this RSU could divide up to 2 and 3
- i. RSU AOS decision
 - ii. Set a time line

RSU Planning Meeting

Meeting Notes

July 8, 2008

MEETING OUTCOME:

- A. Supts to confirm addresses, e-mail addresses, phone numbers and names of members and committee roles, Send to Bob Kautz
- B. Bob to look into Board membership : Can you be on the RSU board and Local Board simultaneously?
- C. If we have a leadership group, have minutes from each meeting and send it out to the membership.
- D. Meet in 2 weeks
 - a. 1-2-3 units AOS vs RSU
 - b. July 22th 6PM Region III Voc**

Agenda Reviewed:

A. Intro of Facilitator:

- a. Bob Kautz – Lived in N. Vt and NH working in School Unions; Vacations in this area. Worked SAD 55, DOE Dir Instr. Wells etc. (42 yrs in Education, 30 as supt in 3 states). Presently lives in Wells. Grew up outside of Boston.
- b. Goal: provide advice, Liason to DOE, obtain resources, explain the truth whether the facts are liked or not. Help get done what you want to complete. Provide weekly DOE report.
- c. Not an Augusta Spy

B. Changes in the law:

OLD	NEW
School districts divide into 80 units of ~ 2500 w/ us as RSU 17.	<p>Past: this was the only choice. Now: min of 1200, BUT designated isolated rural communities can have 1000 . Communities in this area can be identified as rurally isolated.</p> <ul style="list-style-type: none">a. $3,400\text{students}/3\text{districts} = \sim 1100$ students/districtb. $3400\text{students}/2\text{districts} = 1700$ students/districtc. Because of this, you can become a smaller RSU or AOS. This requires going to board and sending a new letter of intent to the DOE.d. Can't: leave a group behind w/ less than 1000. The commissioner will not approve groups that leave out other groups.

	<p>e. If you are inactive and do not show due diligence you are not in compliance with the law = sanctions and penalties</p> <ul style="list-style-type: none"> - sanctions= loss of subsidy - Penalties are listed
Costs: Share by Valuation at a minimum of 2 Mills	<p>You can design the cost sharing formula:</p> <ul style="list-style-type: none"> a. That relates to the portion over the EPS amount. This cost is shared b. 2 mill minimum is gone
Last date to vote on RSU Nov 4 2008	Last date to vote on RSU Jan 30 2009
RSU starts July 1 2009	<p>RSU starts July 1 2009</p> <ul style="list-style-type: none"> a. Time line to achieve this begins with submission of plan in late September b. By Jan 30 if there is no referendum vote then you are in non-compliance w/ the law c. By July 1 if you have worked and still have no plan to be reorganized equates to additional penalties. d. Probably no sanctions (w/hold state aid) if you have tried and can show due diligence. But there can be penalties.
	Governance and authority there of: defined Sect 1461A #1-4 Pg 3 & 4
	<p>July 1 2009 : All Units will no longer exist. This effects:</p> <ul style="list-style-type: none"> a. Insurance (needs to go out to bid b. FCC numbers c. Bank Accounts d. Tax ID numbers e. Setting budgets etc. <p>Jan referendum : gives you 5 mos to do the above after electing board and selecting a supt.</p>
	<p><u>Bargaining agreements pg 4</u></p> <ul style="list-style-type: none"> a. RSU have 3 yrs to join together
	<p><u>Choosing RSU Board: Local Boards in the RSU chooses interim secretary to 1472-A Pg 5</u></p> <ul style="list-style-type: none"> a. does the work to set up voting to elect a RSU board
Local School Committees: Can be w/ little authority. Kept local culture alive	<p>Pg 6-7 <u>Local School Committees</u></p> <ul style="list-style-type: none"> a. Defines how formed and what they

	<p>can do</p> <ul style="list-style-type: none"> b. Outlines budget and property participation pg 7. If property is retained by municipality then need to id who determines repair, upkeep, authority for use, school closure and property. All this needs to be outlined. c. Committee members are locally elected d. Cannot do what the RSU board does e. Some policies but must not interfere w/ RSU policies f. Can organize a local budget and present to RSU board to be accepted in part or whole. Part rejected can be brought to the local municipality and ask for the added funds. Occurs at the town council or town meeting process. It does not go to referendum vote g. Locally you decide on the # of people on the local board. The local school committee must be elected.
School Choice: if in place prior to RSU will stay in place unless altered prior to July 1 . All action is taken separately from RSU plan	Pg 7 Sect 1479 sub 4
Finance based on valuation only	<p><u>Finance Apportionment</u>: pg 8-9 1481-A</p> <ul style="list-style-type: none"> a. you can design it b. amount beyond EPS is your design
	<u>Budget meetings & validation</u> pg 10-11
	<p>Debt pg 14:</p> <ul style="list-style-type: none"> a. Must take state debt b. Local debt decision in Plan: i.e some districts share parts of the total debt but not other debt. Some districts have phased in sharing debt over time. c. If Municipality keeps debt, it pays the amount the RSU shall receive and pay the monies owed . As before.

RSU structure only

****Creation of AOS:** pg 20-21 more like a union. An RSU and SAD operate similarly. An AOS you have a Local Scl committee to oversee the school. The DOE treats all the towns in an AOS as a single school unit but the monies come lumped together not separated out by town as they do in the Unions now.

- a. AOS board hires superintendant who is responsible for Transportation, Special Education, Fiscal operations of all, Consistent Policies & Calendars, System Admin is consolidated, Adopt a core curriculum
- b. Has a Local board
- c. Need 2 budget votes Local budget/AOS System Admin budget: all of which are on same date as AOS board.
- d. Need inter-local agreement which must be in place before the plan can go to DOE
 - must be voted on by board and municipality
 - hard to put together
 - has flexibility but needs lots of work
- e. Labor Contracts need to be similar
- f. If you want to be an AOS – you would need to go back to board and re-do the letters of intent to the commissioner.

C. **Legislative action** based on Potential Repeal Referendum would be later than what is necessary to comply w/ current law: referendum date, if approved, would probably be June 2009 or Nov. 2009 (unknown factors may never happen)

- a. Problems Need to have RSU vote by Jan 2009
- b. RSU start date is July 1 2009
- c. Need Reorganization plan well before any Referendum

D. **Where are we at and where we want to go:**

E. **Governance** ideas reviewed by Mike

- a. Status shared
- b. Wards brought up:

- i. East = 1
 - ii. Wes = 1
 - iii. Mill = 1
 - iv. Linc = 1
- c. Concerns:
 - i. Enfield people are not happy including selectman because it is too large. People from Lee Springfield have their own concerns and are not familiar with needs of Enfield/Howland
 - ii. Feel larger Towns will have the votes and override the little towns
 - iii. Suggest relooking at this
- d. Concerns from the last meeting reviewed
 - i. How do smaller towns get a vote if the larger towns are involved? So rather than split a town, divide into areas or wards
- e. Overall the governance plan has not passed in the committee it was only asked that it be reviewed for legality and this info was to come back to the group for further discussion. People wanted to be sure they were calculating things correctly before investing more time in something that did not pass DOE muster.
- f. Outcome:
 - i. WE need to review this in committee.
 - ii. We have other decisions to make 1st. AOS/RSU how many in this area do you want?

F. Questions:

- a. Communication issues
 - i. Can we get meeting agendas etc.
 - ii. E-mail addresses do not always work, many end up being sent back
 - iii. Overall, problems w/ communication with regard to meetings and what has happened.
- b. Can you be on a Local Board and on the RSU board:
 - i. Probably not as there may be a conflict
- c. Is it true that School choice is not intended to stay in place in perpetuity
 - i. School choice stays unless legislature changes the laws
 - ii. If choice at the start of an RSU is in place, it stays. Any changes in its existence must occur prior to the development of the RSU.
- d. If your town votes down the plan or takes no action to develop one what form of school do you have then if you are neither AOS or RSU
 - i. If a Municipality stays as single unit it works as a municipal district. You take the penalties or penalties and sanctions if you did not follow the law.
 - ii. If a you were a Municipality in a Union you can do interagency agreement and take the penalties, you are not a Union

- iii. Sanctions and penalties may be imposed if you did not take it to the voters.
 - 1. If you tried and the voters said no in some communities and not others, the non compliant voting towns are subject to penalties.
 - a. Towns can in the future come into compliance and their penalties are removed.
 - b. Sanctions (withholding state subsidy) is up to the commissioner; apply to those who did not follow the law.
- e. What does the finance picture look like and what are the penalties
 - i. This info is available we have templates and the penalty information is also available.
 - ii. When the budgets are in new templates will be available from the DOE.
 - iii. You can use the prior year financial information to start and make adjustments later
 - iv. Recommend asking Jake Clockedile to work w/ us on the cost sharing formula if necessary.
- f. What are the penalties?
- g. Is there \$ for this group to deal w/ things when the facilitator is not here?
 - i. You have \$5,000 for misc fees
 - ii. We can bring in more than 1 person to assist
 - iii. You have up to 2500 for legal costs and
 - iv. You have 2500 for each SAU for legal costs (you incur the cost and the DOE reimburses after it's spent) Use for:
 - 1. Review of plan
 - 2. Review of cost sharing

G. NEXT STEPS - Making decisions

- a. Need to decide to be 1-3 groups
 - i. have student population numbers available
 - ii. Look at 5 high schools in the area can we combine into 3 groups by major high schools & look for consistency in education.
- b. Encourage the development of a leadership team with involvement of Supt. and committee chairs and RPC chairs. The Supts. are non-voting participants. Role:
 - i. Draft meeting agendas, direction and ideas to bring back to a group for review and feedback. This is a work group to keep the process going.
 - ii. The goal is to break it into more workable groups. When different people come to different meetings w/ different ideas every time, it becomes more difficult to achieve a timely product.

- iii. They are open meetings and can have observers. Observers are not active participants.

Meeting East Board and Selectman
RSU Workshop Debt and Property
January 28, 2008

Property:

1. Questions a around property and closures
 - a. What if the RSU board closes Opal. Who does it belong to, Who has the right to dispose of it? RSU but schools can turn it back or sell it to the municipality for \$1.
 - b. Property pool Tennis courts
 - i. Sch have access to courts but the town owns them
 - ii. Consider leasing courts to the school
 - iii. Cost of 8-10,000 for property survey...
 - c. Board: what property is and what is not property used by school needs to be ascertained
 - i. The School uses the tennis court but not always & never use the pool
 - ii. The town should keep them
 - d. The fields in the back are a concern as the school uses them a-lot but so does the community
 - i. What are the lines for property: define them
 1. ? Send along the building only and keep the rest
 2. Spell it all out as to what you are keeping and sending to the RSU
2. Idea
 - a. Send just the building and keep the rest
 - b. Survey the building and parking lot and give that to the RSU
 - c. Allow the school to use the fields and maintain the land used but it is owned by the town
 - d. If the town does not join the larger RSU and stays alone w/ penalties what happens... it all reverts to the town... BUT there is some discussion out there that suggests donut holes may be controlled by the state dept of Ed much like unorganized territories are today.
 - e. Put in language that defines conditions prior to the RSU owning them add language that indicates
 - i. Properties must be maintained
 - ii. If the RSU fails to keep them up to at least the level of standards they were in prior to disposition or better then they revert back to community control
 - iii. Communities can use the schools for functions and activities that is similar to current permissions

Debt

1. Negotiated at table prior to a vote

2. What if others do not keep their debt and others do? : it is all negotiable and needs to be equitable in the end
3. What if others do not agree w/ the plan and eliminate you? = donut hole
4. Town willing to shoulder what they incurred for debt **however**, if another town sends their debt, then we send our debt. Each town should do the honorable thing and keep what they incurred.
5. Retiree Debt – w/ town

Outcome:

1. Lease the property to the RSU
2. Town will Lease and the RSU is expected to maintain land leased to them
3. RSU keeps bld w/ conditions and parts of the parking lot
 - a. Plowing / lot maintenance is paid by the RSU
4. List out the conditions of the building at this point in time, take pictures now, list expectations of how the building will be maintained and consequences if it is not
5. Need an equitable cost sharing formula

Needs:

1. Actual costs of the RSU
2. What do we get for our children?
3. What quality of education will our monies be purchasing?
4. Need cost sharing information
 - a. Suggest a per pupil cost with the communities paying the rate based on the numbers of students each town has.... forget valuation

Town meeting

1. Dilemma
 - a. Town report information is not an issue
 - b. Problem is to be up and running by July 1 w/o creating stress for the office
 - c. Last yr 10 days to get the info together and if we put both off till June it would be too much to put together in a short time.
 - d. Would a week later work
 - i. School may not know their final figures even then
 - ii. Have the elections on the 19th and the town meeting at a later date.
 - iii. May 28th ???
 - iv. Ask MMA: elections one day and postpone the open the meeting until another date.

RSU Planning Meeting
January 7, 2008

A. Discussion

1. Units the same

2. Governance

a. balance of power concerning

b. Consider MDI option but DOE said no local comm. (To make decisions)

RSU board needs to be elected by populace

RSU cannot delegate Budgeting, hiring

c. Advisory groups to help principals permitted

d. Questions

Who accepts plans? DOE

Who is for it? Plan goes to scl board to DOE to voters.

Vote it down there are penalties which hurt high receivers.

Scl board cannot decide not to participate neither can the

RSU planning committee. You can say you do not want to

participate to the DOE and you will be violating the law

How do very small towns have a voice in a large geographic area that is fair?

- every 3rd year or so your town gets to nominate someone i.e have a ward w/ towns as a subdivision . On a rotating basis, someone from each town gets to rotate onto the board
- Consolidate and save \$ but split this up couple of RSU's

- o Make a case for 1200, you need to make a good case for < 2500
- o Need to go back to board to see if there is a smaller group but do not know what the DOE will do because the Dec. 1 deadline has past.
- o Burden of proof falls on you. Know the same issues you face will be faced by the others.

- Shouldn't We keep our options open?

- o This is the sentiment around State
- o If you want to do this, then the co chairs need to write a letter to the DOE. Will she permit this to be out on to the table. See where she will go.

- What if you get 2500 and the comm. Say no way and take the penalties won't they still be an RSU

- o That is a quest for the legislation but it would seem yes.

- Where does our RSU rank geographically compared to others?

- o Not sure but its one of the largest ones

- Penalties what if We vote no can We figure what it will be
 - o You can get an approximation but not a real # .
The doe will not give you the penalties until just before referendum
- Commissioner has approved < 2500 and some are 1500. (large geographically and too far to travel for kids.
 - o If you do this get permission in concept
- Can We do a straw vote on splitting
 - o WE can do a straw vote, but you need to run this by all the representatives ?
 - o You do not have the authority you need to ask the commissioner permission to go to the school boards for a reconfiguration?
- How are parents who work going to be able to attend school board meetings?
 - o How many want to pursue a split
 - o *ALL INDICATED YES .*

Motion

Look at going back to scl boards and making more than 1 RSu and write a letter to the DOE The reason being We are not making meaningful progress and people are uncomfortable, the region is too large and how will We offer parents an opportunity to participate in board meetings within such a large geographic area

Ask local boards to consider requesting the commissioner look into our area dividing into > 1RSU (preferably 2)

Discussion

- We need to make a suggestion because you can't just throw this back on them. We have more background now . We have the maps and numbers. You just can't tell the boards to figure it out.
- You may come up w/ more than 1 scenario and your boards will not necessarily agree
- For some it will take years to get the fragmented groups together
- You don't want people arguing about the high valuations communities and tell them no they can't join.
- We will end up in the same boat we started at in the beginning of identifying partners.
- What right does this group have to take a vote?
 - o You have a right as a planning committee to refer this back to the board so they can make the decision. You cannot make the decision for them.
- There are 35 people is this a quorum?
 - o We said at the start that a quorum would be the people present at the meeting.

- The boards will have good input about what makes sense geographically.
- The RPC chair could call the commissioner and ask.
- Can't reject a group - the DOE will not allow someone else to force a penalty on another.
- Is there a max # of districts permitted ? 77 approved and there are about 80 Max. You will need a very compelling reason to split in order to get it approved
- You need an update by Feb 1. Then you can say the boards recommended 2 RSU's
- What has happened to those who have stopped work
 - Nothing yet that we are aware of
 - July 1 2009 is the drop dead date.
- Are We looking at 2 or 3 RSU's .
 - You probably want to look at 2
 - You need to state your reasons
 - Geographically too large
 - Can't get commitment from this large a group
 - Parent participation in a meaningful way
- The time for this discussion was 6 mos ago. We are going backward and not doing what we have been charged to do.
 - Sandra can have a conversation w/ Ray and Norm
 - You can wait to hear the financial options on the 22nd
- You can go back to the boards w/ the concept. Is there interest in looking at 2 smaller units w/in this larger group. If all the boards are not in agreement then it will not be considered. If they are it might be considered, but don't expect it to happen quickly or automatically if at all.
- Can you ask The commissioner rather than norm and Ray
 - Yes. Though We have typically asked Norm and Ray
- Will Jim Rier come up?
 - Probably not. He has said the groups are to large. The Finance committees can come to Augusta and he will explain it then.

VOTE: 24 yes, 5 No, 5 abstained

- Timeline Need the board vote by the next meeting 22nd as an official vote
 - All boards need to agree
 - Get info from the Commissioner as to whether she'd consider this
 - Get signatures from the boards at the next board meeting and bring them to the 22nd meeting (for the Submission of an updated plan)
 - Chairs and co chairs from the committees can meet and return with a recommendation for how to split the group. No decision...
 - Concern If the boards say yes, then we need to start all over w/ 2 groups and reassemble what we have done. We have lost time.
 - You need to get this issue resolved before continuing to work.
 -
 - Transition has made progress

- Most groups have not made progress. There are questions around the quality of the work done.
- The finance committee has some information but we do not have all the data needed to finish compiling the information.
- Next
 - Get info from boards..... if yes:
 - Decide what groups to recommend
- Take the time to do what is best ultimately. We need to do whatever it takes to do it right.
- You are still looking at July 2009
- You can continue to work as a larger group in the interim to keep things going until we know what is happening.
 - The intent of the motion was not to stop the work
 - Something is wrong when the attendance keeps going down
 - We need to consider reasonably all the options
 - We need working breakdowns to offer the Boards
 - Consider criteria: geography, enrollment etc.
- **Concerns raised by the groups**
 - Governance: Millinocket and the larger municipalities will close schools in the smaller units
 - Are there ways to deal w. this
 - 2/3 vote required
 - You need to look at what is best and not limit the process you can't make the whole RSU student pop suffer as a result of poor decisions.
 - Next Meeting :::: Finance, Governance, Property are so involved and inter twined
 - We need to look at 2 groups to address these issues 1st
 - Trans go w/ Governance
 - Finance and Personnel go w/ finance
 - Finance: Small town w/ hi valuation and small town with low valuation
 - Lincoln East and Mill will pay the Lions share of the assessment so they should have more votes as to how the \$ is used.

OTHER DISCUSSIONS

- It is hard to make decisions w/o any knowledge of finances. Additionally some areas have voted to put this on hold until the legislation decides.
 - There is no certainty anywhere about anything
 - If you want a financial presentation, you can wait until after you hear more about the finances
 - It may be better to hear this and then decide on how to split up.

- Isn't their a bill proposed to make the DOE the bargaining agent?
 - o Not sure of this status
 - o It will not likely go anywhere
- How many have signed the petition
 - o Majority said yes
- How many amendments
 - o The only one that Went forth is the one Sue wrote regarding finances = bill
 - o Ed committee was to hear from the 67 other bills and decide which will go forward to the leg.
 - None have come out of the Ed committee to go forward
 - Delay in the year is
 - Change in the funding formula (all is in an appropriations bill not education)
 - o Consider the longer you wait the harder it will be to get the work done quickly. There is a law.
- Have any other RSU's retained a lawyer to look at the property?
 - o You have 2500 to ask legal questions.
 - o No RSu has
 - o Individual school units have to look at property
- Where is the \$ going to come from to finance surveyors etc.
 - o Issues w/ property are w/ municipal units and the taxpayer.

Next meeting Jan 22 6PM Region III

Governance and Finance to meet with other committees merging w/ them

**RSU Planning Meeting
Dec 10, 2007**

Feb 1

Next report is due to DOE need board vote to send a plan not accept/endorse any plan

Dec 12, 2007

Legislative hearing on cost assessment

Transition Committee Tracy Fleming and John Neel
Reviewed the last meeting

2. Procedures and timelines to **elect a board**

a. 6 months higher in order to have a budget

i. Jan 2009 suggested

b. If Plan accepted and voted by June then consider **Nov. 2008** elections as the date have more people turn out.

c. If Plan is accepted in Nov then **Jan. 2009 election**

d. Problems

Where is the \$ going to come from to pay the supt and board and staff in the pre implementation year.

3. Date to have a Supt ???

4. What to do w/ Supts coming into the RSU w/ contracts

5. Contracts for teachers - everything stays into effect until the longest contract Expires

a. Timelines will be developed by this group

Vision work

*Become responsible and well rounded life long learner

Own your actions

Good problem solver

Clear and effective communicator

Actively engaged in their own learning

*Active participants in their learning

~~*Active participant in the community~~

Safe respected environment for learning

Show respect for self and others

Set goals for life

*Aspire to become a model citizen & community member

Learn social skills

Develop a positive self esteem

Overcome challenges

Become motivated to achieve despite challenges

Learn from their mistakes

*Take each mistake, rise above the challenge and turn it into a learning

experience

Common
Promote Life long learner
Safe environment

Vision

We believe the students in the RSU will

1. Follow a behavior guideline that will foster a safe caring learning environment
2. Become a responsible, well rounded, life long learner
3. Actively participate in their learning
4. Aspire to become a model citizen& community member
5. Take each mistake, rise above the challenge and turn it into a learning experience
6. Strive to

Mission

In order to realize this vision the RSU will

1. Provide a safe environment where all students can learn for the future
- 2.

Sara Send Mission Statement to Mr Neel

To DO

Budget procedures and timelines to put together

Superintendent procedures and timelines

School board

Vision/ mission finish and send to other committee members for input

Finance:

Discussed information received and other information needed to date Received
info from

113 / Millinocket

67

30

Need a spread sheet to compile information

May want to split RSU up into segments

- a. RSU as Proposed
- b. RSU As U113-Millinocket and a separate remaining group

Governance

Determine apportionment

- a. Used population data
- b. Models from districts
- c. Try to be sure small towns do not become railroaded by larger districts

d. Set up info sway to reduce the discussion around what to do

Personnel

1. Bargaining agreements reviewed
All expire before July 1 2009 w/ many before July 2008
3. MEA AFLCIO Teamsters
4. Other agreements and services are year to year agreements
5. No disagreements or outcome

Property

1. Only have SAD 67 information
2. Waiting for what you have
3. Want to know what will not go to SAU in the interim
4. IF we do not have material there is no sense coming to the meeting

Transition

1. Waiting for Data from contract group work from Personnel
2. Info from governance is needed
3. Have concentration on Procedure and timelines for hire of supt and for Budget
4. Vision and mission statement near completion

Supt notify Committee of the following dates

Meetings

Monday Jan 7 Region III

Tues Jan 22 Region III

Mon Feb 4 place to be determined

Mon Feb 25 place to be determined

Next Have a public Forum led by the committee members

Public meeting followed by the work committee

-Suggest 1 meeting in each HS

Supt Meeting Notes
Sept. 18, 2007
w/ Sandra Bernstein

Participants: All Dickey, Mike Lambert, Fred Woodman, Sandra Bernstein, Sara Alberts, Walker Medford and Lakeville

Topsfield is out

Bancroft – Is in; Dobbins supt. Union 108 6 kids go to Lee

Handouts:

Unit membership

5 group division worksheet to review

Reality timeline

1. Commissioner only expects 17-18 to meet the Dec 1 guideline. Jan vote means prior 45 days warrant w/ board approval
2. Do not rush . planning comm. Needs to be in line
3. Suggest not to g to the last referendum date Look at June
4. Presently it's moving slowly: Municipal and community people are not appropriately informed.
5. Conflict in the law currently exists
 - i. Munic will turn down the plans
 - ii. No one has power to override voter veto
 - iii. Penalties will be placed

Regional planning committee has no power other than recommendations

1. Board has final approval

Agenda Who is RSU 17

Letters of intent Need a board meeting w/ Vote to include the others SEE LIST
NEED TO RESPOND

OUTCOME

Sandra to e-mail updated list for us to take to the board

Al to call Bill Dobbins re: finances and letter of intent

1 person fill out the form and we e-mail it around Jerry White

Finances: What other information will be needed

1. Tax commitment How much was paid
 - a. Ascertain how much would be paid in the following year based on new formula
 - b. Need new Local only
 - c. Food service is not the general fund and needs to be added separately
2. Jerry needs Bill Dobbins

Recommended Planning committee members:

1. 27 communities $3 \times 27 = 81$
2. 1st meeting:
 - a. Decisions to exceed the 3 will be made can there be alternates

- i. If alternates, then who finds a replacement
- b. The 3 members per town recommended who will have voting rights
 - i. Bring list
- c. What about involving teachers: Part of the plan includes what they are doing w/ the contracts for teachers.
 - i. May not be a good idea to have union rep at the table
 - ii. Perhaps have the asso be there during the Contract planning discussions
- d. Team decides on roles of supt.
 - i. No way it will get done w/o your staffing the
 - ii. Jerry will volunteer to be fiscal agent for this

What people Know

- 1. It is all over the place

Reorg Plan components

- 1. Ch 125-127 has not been determined so what is Rigor?
- 2. Tax - Min millage print out will read it may be at least.....
- 3. School Choice
 - a. OCR involved some school choice may not be maintained – unknown

Plan Devp.

- 1. Advisory committee in discussion stages
 - a. 1 per school
 - b. A community may raise added funds for K-8 school
 - i. Therefore funds need to be raised and this group may be the one to do this Function of the formation of thiese committees is the function of the regional school board
 - c. Town property
 - d. Lease purchase
 - i. Copiers
 - ii. Computers
 - iii. Busses
 - e. Contracts for Voc Services
 - i. Bus
 - ii. Scl priv
 - iii. Bus
 - f. land
 - g. Budget and policy no do them just devise a plan for them
 - i. Acrewed teacher salaries
 - h. What if someone says no
 - i. Consider what happens to the financial breakdown

History of Planning committees to date

- 1. Nothing is happening so far
- 2. Suggestion as to how to do
- 3. Decide on voting requirement 2/3 recommended
- 3. Divide and conquer
 - Finance 1-2 people
 - Governance may permit others to be involved

Weight – you loose your voice

Wards

Other

Property for those where its an issue include more municipal people

Personnel contracts place for teachers

Transition

- a. Each Supt agree to oversee 1 area
- b. Members choose which areas to become involved in
- c. Large group meets 1x/mo small committees meet whenever

Data needs

Population of each town

See Owen Report

Need Census maps – on Web site

Current governance

70 board numbers w/ voc over 80

2 governing boards over the geographic areas:

What to do w/ Bancroft

Will there be choice for students to go to ano HS

Voting: consensus

Terms who gets longer terms

- At random
- Use cardinal points
- By wards

Advisory counsels What models are there for local advisory committees

- define what there duties be if established what are the boundries
- how they can raise monies to support local K-8 school
- idea - Principal convenes and oversees w/ regards to

Mike Lambert to oversee governances

Others see what committees the Planning members wish to be a part of

Finance: Jerry

Transition

Consider Magnet schools RSU board to decide

OUTCOME

1st meeting:

Oct 29th @ 6:00 in Lincoln Snow date Nov 5th 6PM

Get list of people to Sandra w/ Addresses, e-mail so she can make list and set a committee Work

- a. Get to Sandra by Oct 9th

sandraberms@gmail.com

834-6436 Sandra phone

Oct 10th 9 Am Look at Sandras handouts decide who will oversee each committee

RSU

Exhibit 10B

Documentation of memos attached

REGIONAL SCHOOL UNIT 17

REGIONALIZATION PLANNING COMMITTEE

AGENDA

NOVEMBER 15, 2007

6:30 P.M.

**PENOBSCOT VALLEY TECHNOLOGY CENTER
LINCOLN**

1. WELCOME
2. HOUSEKEEPING
 - a. ATTENDANCE
 - b. CHECK NAME AND CONTACT INFORMATION ON MASTER
LISTS
3. SUBCOMMITTEE WORK TIME
 - a. ROOM ASSIGNMENTS
4. ACTION ITEM: THE REQUIRED DECEMBER 1, 2007 REPORT
5. SUBCOMMITTEE REPORT OUTS
 - a. ESSENTIAL QUESTION ADDRESSED
 - b. SUMMARY OF DISCUSSION
 - c. AREAS OF AGREEMENT
 - d. AREAS FOR FURTHER DISCUSSION
 - e. DATA NEEDS
6. COMMENTS AND QUESTIONS
7. DECEMBER 10 MEETING

DATA NEEDS AND ESSENTIAL QUESTIONS GOVERNANCE COMMITTEE:

2. The size, composition and apportionment of the governing body.
3. The method of voting of the governing body.
4. The composition, powers and duties of any local school committees to be created.

DATA:

1. Current Board structure – number of members for each partner, method of voting, etc.
2. Census data for each town
3. Census maps if considering splitting municipalities
4. Distribution of students and schools by municipality
5. Research on local advisory committees
6. Language from the law governing this section of the laws

ESSENTIAL QUESTIONS:

1. What size school board is needed to best govern the RSU?
2. What apportionment method will best meet the needs of the RSU?
 - a. Wards
 - b. Municipalities
 - c. Other
3. How will members be elected?
 - a. By wards
 - b. At large
4. What method of voting will be used?
 - a. Weighted votes
 - b. Other
5. How will the initial board elections/appointments be managed to assure geographic representation?
6. Will there be a role for students on the governing body?
7. What relationship will the RSU board have with the Vocational Program governing body?
8. Where will the governing body meet?
9. Should the RPC recommend the formation of local school committees?
10. If established will the local school committees be aligned with schools, communities, or some other method?
11. How will members be elected/appointed to the local school committees?
12. What powers and duties should be awarded to the local school committees?
13. What leadership/oversight will the RSU provide for local school committees?

DATA NEEDS AND ESSENTIAL QUESTIONS FINANCE COMMITTEE:

- 6. The disposition of existing school indebtedness and lease purchase obligations if the parties elect not to use the provisions of section 1506 regarding debt obligations.**
- 8. The disposition of existing school funds and existing financial obligations including undesignated fund balances, trust funds, reserve funds and other funds appropriated for school purposes.**
- 12. An estimate of the cost savings to be achieved by the formation of the regional school unit and how these savings will be achieved.**

DATA:

Number 6,8 -

- 1. Documentation of State approved debt for each partner including amount and payment schedule**
- 2. Documentation of local only debt for each partner including amount and current payment schedule**
- 3. Documentation of lease purchase agreements for each partner and current payment schedule**
- 4. Estimate of any debt or lease purchase agreements that may be accrued between now and the official RSU start date.**
- 5. Documentation of other financial obligations for each partner including amount and payment schedule.**
- 6. Statement of undesignated fund balances for each partner.**
- 7. Statement of trust funds for each partner.**
- 8. Statement of reserve funds for each partner.**
- 9. Documentation of any software or other license agreements of the partners.**
- 10. Statement of any other funds appropriated for school purposes, including scholarship funds including any stipulations by the source of the funds.**
- 11. Sections of the laws governing these questions.**

Number 12 -

- 1. Regionalization financial data provided by DOE**
- 2. Data showing the projected State revenue for the RSU**
- 3. Data showing the impact of forming the RSU on federal funds**
- 4. Documentation of the impact of any additional local revenue raised by each partner.**
- 5. Documentation of any other revenue sources for each partner (tuition, etc.)**
- 6. Total local taxes for each partner and the impact of the redistribution of taxes to RSU partners based on valuation**
- 7. Estimated cost of merging collective bargaining agreements**

8. 2007-2008 budgets for each partner
9. Documentation of any unfunded liability for each partner.
10. Documentation of encumbered funds for each partner.
11. 2007-2008 281's for each partner
12. 2007-2007 8cost of leadership for partners and estimate of cost for leadership of RSU
13. 2007-2008 cost of transportation for partners
14. 2007-2008 cost for building maintenance costs for partners
15. 2007-2008 special education costs for partners
16. Documentation of the dollar amounts of required savings for the RSU in transportation, building maintenance, special education and administration.
17. Sections of the law governing these questions.

ESSENTIAL QUESTIONS:

6,8

1. How should the RSU dispose of school indebtedness?
2. How should the RSU dispose of/ assume lease purchase agreements?
3. How should the RSU the dispose of/assume any other financial obligations of the partners?
4. How should the RSU manage and special revenue funds of the partners.
5. How should the partners manage any trust funds, reserve funds special purpose funds that will be assumed by the RSU?

12

1. How will the RSU save 5% in central office administration costs without impacting student learning and how will the savings be achieved?
2. How will the RSU save 5% in transportation costs without impacting student learning and how will those savings be achieved?
3. How will the RSU save 5% in special education costs without impacting student learning and how will the savings be achieved?
4. How will the RSU save 5% in building and maintenance costs without impacting student learning and what methods will achieve the savings?
5. How will the RSU manage the estimated increase/decrease in State revenue?
6. How will the RSU manage the estimated increase/decrease in federal funds?
7. What is the best way to show the potential financial impact of formation of the RSU on the individual partners and the group as a whole?

DATA NEEDS AND ESSENTIAL QUESTIONS

PROPERTY COMMITTEE:

6. The disposition of real and personal property.

DATA:

1. Definition of property
2. Inventory of property owned by each partner including real estate.
3. Inventory of property leased by each partner including real estate.
4. Inventory of any software licenses or other licenses owned by the partners.
5. Inventory of property owned by each partner and another agency (municipal or private)
6. Inventory of any property lease purchase agreements and the terms of the agreements.
7. Sections of the law governing these questions.

ESSENTIAL QUESTIONS:

1. What is the best way to organize and present the property data?
2. What recommendations should the RPC make for the transfer of property to the RSU?
3. What strategies/procedures should the RPC recommend for resolving the issue of joint ownership of property?

DATA NEEDS AND ESSENTIAL QUESTIONS

PERSONNEL SUBCOMMITTEE:

7. The assignment of school personnel contracts, school collective bargaining agreements and other school contractual obligations.

Data:

1. Documentation of all existing collective bargaining agreements for the partners
2. Documentation of all contracts with other employees (full time and part-time)
3. Documentation of all contracts with independent contractors
4. Documentation of transportation contracts
5. Documentation of contracts for technology services
6. Documentation of contracts for other school/district services
7. Sections of the law governing these questions

Essential Questions:

1. What recommendations will the RPC make regarding merging of all labor unions and collective bargaining agreements?
2. What recommendations will the RPC make regarding lack of alignment in collective bargaining agreements prior to ratification of the new agreements?
3. What recommendations will the RPC make regarding all contracts with employees who are not represented in collective bargaining agreements?
4. What recommendations will the RPC make regarding existing transportation contracts?
5. What recommendations will the RPC make regarding existing technology contracts?
6. What recommendations will the RPC make regarding other contracts for school/district services?

DATA NEEDS AND ESSENTIAL QUESTIONS

TRANSITION COMMITTEE:

9. Development of a transition plan that addresses the development of a budget for the first year of the reorganized unit and interim personnel policies.

DATA:

- 1. Expiration dates of any collective bargaining agreements**
- 2. Recommended composition of RSU board**
- 3. Budget procedures currently in place in partner units**
- 4. Documentation of contract employees who will be transferred into the RSU**
- 5. Sections of the law governing these questions**

ESSENTIAL QUESTIONS:

- 1. What interim collective bargaining agreements will need to be negotiated by the RSU?**
- 2. What procedures and timelines should be put in place for electing the RSU board?**
- 3. What procedures and timelines should be put in place for employing a superintendent for the RSU?**
- 4. What procedures should be put in place for the assignment of employees brought into the RSU through existing contracts?**
- 5. What timelines and procedures should be put in place for development of the RSU budget?**

REGIONAL SCHOOL UNIT 17

RPC LEADERSHIP AND SUPERINTENDENT MEETING

AGENDA

NOVEMBER 15, 2007

6:00 P.M.

**PENOBSCOT VALLEY TECHNOLOGY CENTER
LINCOLN**

1. INTRODUCTIONS
2. SUPERINTENDENT LIAISON FOR COMMITTEES
 - a. FINANCE – JERRY WHITE
 - b. GOVERNANCE – MICHAEL LAMBERT
 - c. PROPERTY – MICHAEL MARCINKUS
 - d. PERSONNEL –
 - e. TRANSITION – SARA ALBERT
3. ROLE AND RESPONSIBILITIES OF RPC CO-CHAIRS AND SUB-COMMITTEE CHAIRS
4. ROLE OF SUPERINTENDENTS
5. REVIEW OF 11-15-07 AGENDA
6. COMMUNICATION
7. QUESTIONS

RSU 17 REGIONALIZATION PLANNING COMMITTEE

SUBCOMMITTEES

GOVERNANCE

- The size, composition and apportionment of the governing body
- The method of voting of the governing body
- The composition, powers and duties of any local school committees

FINANCE

- The disposition of existing school indebtedness and lease purchase obligations if the parties elect not to use the provisions of section 1506 regarding debt obligations
- The disposition of existing school funds and existing financial obligations including undesignated fund balances, trust funds, reserve funds and other funds appropriated for school purposes.
- An estimate of the cost savings to be achieved by the formation of the regional school unit and how these savings will be achieved.

PROPERTY

- The disposition of real and personal property

PERSONNEL

- The assignment of school personnel contracts, school collective bargaining agreements and other school contractual obligations.

TRANSITION

- Development of a transition plan that addresses the development of a budget for the first year of the reorganized unit and interim personnel policies.

East Millinocket

Together We Make
A Difference

Medway Woodville

MAINE SCHOOL UNION 113

45 North Street, Suite 2
East Millinocket, Maine 04430
Phone: 207-746-3500 Fax: 207-746-3516

TO: Regionalization Committee Members Union 113

FROM: Sara C. Alberts, Superintendent of Schools

SUBJECT: Regionalization Planning Committee Survey

DATE: October 11, 2007

Enclosed is a packet concerning the Regionalization Planning Committee, it contains explanations of what the committee is doing and a sheet for you to mark your preference of participation. This is a very crucial time for education and your participation is greatly appreciated and desperately needed. Your voice in shaping the future of our schools and the lives of our students will have an impact on generations to come

Please respond by October 24 so that your responses can be mailed to Sandra Bernstein who has offered her services as moderator of the group.

Again thank you for your participation.

Sara C. Alberts, Superintendent of Schools
Jane E. Disselkamp, Director of Special Services

REGIONAL SCHOOL UNIT 17
REGIONAL PLANNING COMMITTEE SURVEY
September 20, 2007

Dear RPC Member,

Thank you for agreeing to serve on the Regional Planning Committee for Regional School Unit 17. The Committee is charged with developing a Regionalization Plan for the school unit.

The following sub-committees will be formed to work on the required elements of the plan:

1. _____ **Governance**
2. _____ **Finance**
3. _____ **Property**
4. _____ **Personnel**
5. _____ **Transition**

A brief description of the work of each of the committees is described on the following page. **Please indicate, in order of preference from one to three, the subcommittee that you would be most interested in working with.** I will attempt assign each member to their first or second choice.

Name: _____

Address: _____

Phone Number: _____

e-mail address: _____

I am representing _____ municipality as a:

- 1) _____ school board member
- 2) _____ municipal representative
- 3) _____ community representative

As the work begins, I am interested in your questions, and thoughts about the proposed regionalization. Please complete the following:

I fear that Regionalization will:

I hope that Regionalization will:

I have the following question:

The first Regionalization Planning Committee Meeting is scheduled for **Monday, October 29, 2007 at 6:00 p.m. at the Region III Vocational Center in Lincoln.** Please return this survey in the enclosed envelope as soon as possible so that committee assignments can be made before the first meeting.

Thank you for your attention,

Sandra Bernstein, Facilitator

MEMORANDUM

August 20, 2007 Regional School Unit Planning Meeting

To: All Board members, Town officials, and Community Members
From: Superintendents of SAD30, SAD 31, SAD 67, Union 110, Union 113,
& Millinocket School Dept.
RE: RSU meeting Aug 20th 6PM, @ Northern Penobscot Tech Region III in Lincoln
Date: August 1, 2007

The Superintendents and School Boards of the Proposed RSU 17 would like to invite all board members, town leaders, and community representatives to our first RSU informational and planning workshop. The purpose of this meeting is to comply with the new RSU law outlined in Chapter 240, Part XXXX. This law requires all School Administrative Units (SAU's) to work with each other and reorganize into larger Regional School Units (RSU's).

To accomplish this, we are required to engage in a variety of planning meetings the first of which is to choose our partners. No later than August 31, School Boards must forward to the Commissioner a "Notice of Intent" indicating the partners with whom we plan to negotiate. August 20th will be the first required meeting where people from the Commissioners proposed RSU 17 will have the opportunity to meet one another in a structured workshop format.

DRAFT MEETING FORMAT

- I. Overview of the evening
- II. Summary Presentation of Data Pertinent to Decision Making
 - A. Enrollment Data and Projections
 - B. Beliefs and Values of communities
 - C. Transportation
 - D. Facility Data
 - E. Economics
 - F. Educational Initiatives
 - G. Other
- III. Break out sessions with questions to begin conversations with a variety of partners

ADDITIONAL INFORMATION TO BRING

We would like to ask you to bring the following information that may be asked by some communities:

- 1. A list of State approved and Non-Approved Debt
- 2. Contractual Debts
- 3. Large Assets
- 4. Ongoing litigations and lawsuits
- 5. Attributes that positively portray your district
- 6. Effective and Efficient School Report (to be available August 7th)

Please let your Superintendent, Tech Director know if you will be participating by August 13th

Thank you all for helping begin this movement forward. We are looking forward to meeting with you on August 20th 6PM at the Region III Technical School 34 West Broadway Lincoln (794-3004)

MILLINOCKET AND SCHOOL UNION 113

45 North Street, Suite 2
East Millinocket, Maine 04430
Phone: 207-746-3500 Fax: 207-746-3516

To: Millinocket and Union 113 Workshop Participants
From: Sara C. Alberts, Superintendent of Schools
Re: Millinocket and Union 113 Educational Planning for 2008-2009
Date: August 7, 2007

Dear Workshop Participants,

I just wanted to thank you for your willingness to help continue our discussion on the educational future of the children across our community schools in Millinocket and Union 113.

Our next workshop meeting will be:

Place: Schenck Auditorium
When Wednesday August 22, 2007
Time: 5:00 PM

There has been a-lot of confusion surrounding the local and state initiatives. Our meeting on Aug 22, will be to address local issues only in the manner described below. In order clarify some of the differences between the Millinocket /Union 113 Educational Planning Team and the larger Regional School Unit Planning Committee I want to take a moment to explain the separate purposes of each work group:

Local Initiative

Millinocket and Union 113 Educational Planning Team August 22, 2007

Purpose:

1. To develop effective & efficient education across our school communities that:
 - a. Creates more learning opportunities for our students. i.e. language offerings at younger levels. More AP classes, More help for students not meeting the Maine Learning Results.
 - b. Offers more diversity in the curriculum
 - c. Increase aspirations
 - d. Creates uniformity in discipline practices
 - e. Increases opportunities for teachers to work together to plan programs for students based on educational data.
 - f. Is affordable for our citizens

State Initiative

Regional School Unit 17 Planning Committee August 20, 2007

Purpose:

1. To address who governs our schools across 27 communities through:
 - a. Redesigning the School Board Governance Structures.
 - b. Centralizing and moving the Office of the Superintendent to one regional location.
2. To describe how and what cost savings can be achieved in terms of :
 - a. System wide administration
 - b. Special Education
 - c. Transportation
 - d. Facilities
3. To develop a plan to achieve this purpose that addresses the following:
 - a. Units included in the new Regional School System
 - b. Size of the Regional School Unit

<p>2. To suggest models of school reorganization/ consolidation in a way that:</p> <ul style="list-style-type: none"> a. Values at least 1 school in each community: Medway, East Millinocket, Millinocket. b. Re-aligns grade levels in a way that addresses student and faculty learning and planning needs. c. Re-aligns grade levels in a way that maintains small Student Teacher Ratios and is developmentally appropriate. d. Effectively allows for vertical curriculum development and implementation within state grade clusters Pre-K-2, 3-5, 6-8, 9-12. e. Shifts monies from operating buildings to programs. 	<ul style="list-style-type: none"> c. Description of the Governing Body: Apportionment, Voting method, Powers and duties of a local school committee if created. d. Disposition of Property including: existing indebtedness (bonds, loans, leases etc.) e. Assignment of all existing contracts including: buss, collective bargaining, speech, Physical /Occupational Therapy etc. f. Disposition of Existing: school Funds, Financial obligations such as Undesignated fund balances, trusts, reserves... g. Transition plan to deal with the budget in the 1st year, personnel policies etc. h. Explanation of how to proceed if a present school unit's community fails to adopt the plan at referendum.
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Our work on this evening will be to:

1. Outcome:
 - a. Analyzed draft models of school reorganization/ consolidation scenarios, narrowed down and revamped the options for board consideration.
2. Tasks to achieve this goal:
 - a. Each participant will have reviewed the draft possible scenarios prior to the meeting
 - i. The abbreviated attached document will be followed by a more comprehensive review to come in a subsequent mailing
 - b. To divide into groups by your community and to choose a couple of scenarios your group feels will meet the needs of your community while creating efficient and effective schools
 - c. To make changes, additions and deletions to the worksheet drafts
 - d. To share your ideas with other groups from the other communities
 - e. To identify commonalities in ideas

We are looking forward to working with you to design a plan for our communities.

Thank you for your interest and help. Please call if you have any questions.

Exploring Options to Share Further

Regionalization meeting

March 1, 2007

Participants: Boards and town representatives from the proposed region 9

1. If you could dream or create a child centered educational system from scratch, describe what it should look like.

Group A

- Every opportunity is available for every kid
- A caring environment
- Capable and qualified teachers and administrators
- Each student's needs will be met
- A comfortable, safe and technologically rich facility
- Kids are prepared to meet the future
- There is continuous evolution and improvement
- Schools without student failure (kids progress at their own pace)
- Schools welcome and partner with parents
- Operations will be efficient and cost-effective
- There will be a simple funding formula
- Schools will be an integral part of their community
(service learning and school-community cooperative education
inside and outside the school walls)

Group B

- A. Interesting Friendly Environment that appeals to the student's age level
- B. Safe Secure Environment
- C. Capable/Educated Instructors
- D. School leadership
- E. Emphasis on a basic curriculum: Reading, Writing, Math
- F. Students with Critical Thinking Skills
- G. Exposure to and use of technology
 - a. Know how to locate relevant information
- H. Business partners with schools
- I. Teachers as the focus of schools and learning
- J. Administrators are the support staff for the teachers
- K. The Superintendent and board provide support for staff through finding resources the administrators, teachers and students need in order for learning to occur
- L. Appropriate Class size is based on the composition of students in the class rather than a number alone.
- M. A school whose purpose and focus is on education and not social work
- N. Students come to school ready to learn
- O. Parents who are responsible for and to their children
 - a. Provide structure in children's lives prior to their coming to school
 - b. Provide opportunities to learn appropriate behaviors such as respect etc.
- P. Parents who are involved with their children's learning after school
- Q. Aids in classrooms
- R. Good curriculum Coordinator K-12

- S. Smaller Student Teacher Ratio K-2
- T. Bring a variety of learning tools into the classroom and provide instruction in a way to keep students interested. (instruction that matches today's learner)
- U. Good extra Curricular program K-12
- V. Teachers who are professionals: i.e. there to work with students when they need them, such as after school
- W. A system where children are instilled with an understanding of the importance of education and learning
- X. Creative teachers with a variety of activities to motivate learning
- Y. Students involved in decisions around learning activities
- Z. Teachers who reach all learners including those who are gifted
- zz. Emphasis on early reading
- Aaa. Teachers who take the time to visit students at home with parents prior to school

Group C

- Student to teacher ratio meets present state mandates i.e. k-5 (1-17), 6-8 (1-16), 9-12 (1-15)
- Healthy, positive culture and norm of the school
- Well kept and maintained facilities
- Adequate funding
- Aggressive grant writer
- Work to educate all – no student to fall through the cracks – differentiated instruction
- Parent involvement
- Stabilization of leadership – Principals
- Draw and retain good teachers
- Longer school day / school year

Group D

1. Create a totally new school calendar that changes the agrarian calendar of a long summer break to a calendar that is more year round. This would allow for better retention of knowledge and achievement by students, such as a 6 week on/2 week off rotation model. The model of longer school day needs to be considered, as well as the model of having all academics for four days and the fifth day is for clubs, intramurals and other sports programs.
2. Create a school curriculum that is less focused on formal assessments and more on practical use/application for student learning. Increasingly, it was believed that students are becoming more disenfranchised with school and its heavy focus on testing.
3. Create a school system that ideally is both centrally located and keeps travel distances to a minimal level (< 10 miles) from homes, especially for young children.
4. Utilize technology, such as Polycom/ATM, for more long distance learning when feasible.
5. Keep student/teacher ratios low for more effective learning (10/1).

6. Have highly skilled and trained teachers and maintain a strong teacher evaluation process that doesn't allow for weaker teachers to continue through the system due to tenure.
7. Maybe need to consider/study a more European approach/model to education where students at a younger age can "track" into vocational or college programs (A levels/O levels) and go to specific schools for these programs. It was believed that this would increase student interest and decrease student apathy.
8. Also in looking at the European model, it was discussed whether "privatizing" sports would work well for us here in the US, so that the school focus was academics only or would this further drive students away from our schools.
9. Prepare students to be globally ready when they exit our schools.

Group E

- >It would contain classes that would prepare the kids for the real world
- >On the high school level there would be a lot of A.P. classes.
- >It would have a longer year and a longer school day, but only four day weeks. With day 5 used for teacher training etc.
- >Objectives based on logical reasons.
- >Alternatives education available at all levels.
- >Top of the line technology and the skills to use it.
- >More performing arts
- >Equal co-curricular activities
- >Kids are provided with constant/continuous teacher directed learning activities.
Featuring, different teaching styles and techniques. Teachers that really want to be there and they would be paid for it.
- >No more than 45 minutes travel time to and from school.
- >Freedom to move at students own pace. School without grade levels.
- >Student centered educational goals developed by students and parents.

Group F

1. Pre-K to 12 Programming.
2. College Bound, Technical & Vocational Programs.
3. 11:1 student teacher ratio based upon...
4. Safe caring environment.
5. Student centered school with teachers in a supporting and mentoring role
6. True Community based curriculum including teachers/parents/students/business persons.
7. I.E.P.'s for all students who progress at their own rate.
8. Longer school days providing for increased curriculum offerings and all extracurricular activities, possible a four day curricular week with a fifth day for all extracurricular activities.
9. Year round school.
10. State-wide teacher salaries ensuring competitive draw for rural schools
11. Second language requirement for all students with introduction at the earliest possible age.
12. Integration of Fine Arts & PE at early elementary.

13. Increasing opportunities for mentoring programs at all levels.
14. School focuses solely on education.
15. Regional Auditorium & Olympic Pool.
16. Develop a Regional Community College.

2. What resources can we successfully share or regionalize that ensures that children's education is highly effective?

Group A

- Technical consulting
- Purchasing (may be state-wide if appropriate)
- Facilities management
- Programs (extra- and co-curricular)
- Expanded course offerings through appropriate use of technology
- Professional development
- Magnet programs
- Teachers
- Maintenance and food service contracts and personnel
- Regional student expertise, e.g., building trades programs perform construction, maintenance, or repair tasks in regional facilities
- Teacher contracts
- Finance, accounting, payroll

Group B

- B. within individual schools and Regionally, Showcase Student success with their parents
- C. Regionally find ways to help parents find ways to best work with or help their students learn i.e. parent resource training around how we are teaching kids today i.e. every day math programs
- D. Regionalize more purchases such as commodities as envelopes crayons etc.
- E. Regionalize curriculum expectations for all students
- F. Regionalize book purchases based on the curriculum
- G. Share foodservices
- H. Promote less government for more people
- I. Consolidate some of the high schools
- J. Keep some of the elementary schools together in their communities so there is a community identity.

Group C

- Collective purchasing
- Payroll services
- Bussing
- Share school personnel by utilizing *ATM system and *Flexible schedules
- School consolidation
- Reduce administrative cost
- Regionalize maintenance upgrades and energy audits

- Unified contracts
- Unified policies

Group D

1. Polycom/ATM: We need to better utilize/share the Polycom/ATM system across our schools both regionally and out of the region so as to be able to offer more courses of interest to students as long the type of course is conducive to it.
2. Co-curricular: Look at sharing more co-curricular activities, such as music, plays, clubs, and the arts in general.
3. Extra-curricular: This area is more controversial when thinking in terms of sharing, but it is believed that it can be done by starting with the less competitive and the less "big" sports, and at first offering other schools to join programs that aren't offered at their own schools.
4. Services/Purchases: We need better communication and better working relationships among schools, municipalities, and businesses for the sharing of services/purchases (waste disposal, mercury disposal, etc).
5. State Help: We need to ask what the state can provide in the way of bulk buying and distribution of commodities, such as oil, paper, food stuffs, books, etc. so as to lower all schools costs of these products.
6. Professional Development: We need to continue sharing among the schools the costs for professional development for our teachers and support staff
7. Business Sponsorship: Schools need to develop relationships with businesses that create financial sponsorship as well as building better communication as to what businesses need from schools in the way of educating their future business workers.
8. School Administration: Develop a more effective model where one superintendent oversees a larger district, but a layer under the superintendent is created which assists in the leadership of the larger districts. This would include such positions as assistant superintendents, a special education director with assistant special education directors, a curriculum director with assistant curriculum coordinators. There would still be a money savings, but more importantly these services would be better and more uniformly structured so as to ensure a more standardized educational structure. Other services could be streamlined, such as payroll, and other office managerial tasks.

Group E

- >Hot lunch combinations with area schools.
- >Regional bussing including maintenance, transportation supervisors, etc.
- >Superintendents and Central offices can be combined, however local control must remain.
- >Custodial Maintenance
- >Grant writing efforts
- >Specials, music, art, physical education, literacy, Title 1 coordinators, curriculum coordinators, etc.
- >Special Education services speech, O.T.,P.T., etc.

Group F

1. Share Central Office Administrative functions in Superintendent, Curriculum, Special Services, Health Coordinator, operations, Business Manager/Financial
2. Develop Electrical Cooperatives (for all District energy use)
3. Share staff for foreign language, AP, ATM & Technology
4. Centralized regional busing and vehicle maintenance
5. More quality controls on heating schedules, i.e. lower thermostats
6. Develop increased student offerings through use of ATM and online resources
7. Common curriculum and assessments throughout the region
8. State bulk purchasing and distribution of supplies and commodities.

MILLINOCKET AND SCHOOL UNION 113

45 North Street, Suite 2
East Millinocket, Maine 04430
Phone: 207-746-3500 Fax: 207-746-3516

MEMORANDUM **March 1, 2007 Regionalization Discussion**

To: All Board members, State Representatives, Senators & Town officials
From : Superintendents of SAD30, SAD 31, SAD 67, Union 110, Union 113,
& Millinocket School Dept.
RE: March 1, 2007 discussion notes
Date: March 13, 2007

The Superintendents of the Katahdin Region recently invited all board members and town leaders, to an informational and planning workshop around the new "LSRS: Local Schools, Regional Support Initiative" as set forth in Governor's budget proposal. During this meeting several break out groups were asked to reflect on two questions:

1. What should education look like for your children?
2. What resources you feel we can realistically regionalize that ensures your children's education is what you believe it should be?

The results are attached to this memo.

The superintendents would like to thank all of you who participated in this initial meeting and discussion. There were many great ideas presented and we wanted to share them with everyone.

Thank you all for helping begin this movement forward. We will keep all of you up to date and involved as the process continues to unfold.

East Millinocket

Together We Make
A Difference

Medway Woodville

MAINE SCHOOL UNION 113

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To: Shirley Tapley
From: Sara C. Alberts, Superintendent of Schools
Re: RSU direction on Property and Debt
Date: January 7, 2008

Dear Shirley Tapley,

The School Board members of East Millinocket and others representing the community at the RSU planning meetings, need assistance from the selectman. In order for the finance and property committees to move forward, they need information around the following:

1. Property Committee:

- a. Inventory of the property owned by the town that the school uses
- b. Inventory of real estate owned by the town that the school uses
 - i. The RSU planning committee is asking municipalities who own the properties associated with schools to share opinions regarding which properties will remain with the town and which will go with the RSU.
 1. buildings
 2. contracts
 3. land
 4. leases etc.
 - ii. Refer to the following section of the law for guidance - Section XXXX-41,42 Transfer of property and assets
 - iii. Also refer to pages 10 & 11 of the Drummond Woodsum "School Consolidation Workshop Part II" notes

2. Finance Committee:

- a. We have provided the committee with a list of our present debts.
 - i. The RSU planning committee is asking municipalities who have outstanding debt for their opinions regarding how much debt, if any, will remain with the town and which will go with the RSU.

Where as this is a workshop, no opinion is binding. If you have ideas, conditions or terms you want to put forth for the RSU to consider, your input will be helpful. Under the present law as it is now written, this meeting will help us to achieve the letter of the intent of the law, and help us move forward no matter who we have as partners in the future.

We look forward to meeting with you. Thank you for your time and opinions.

cc: file